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SOCIAL, HUMANITARIAN AND HUMAN RIGHTS QUESTIONS:
ADVANCEMENT OF WOMEN

Proposed system-wide medium-term plan for the advancement of women, 1996-2001

Report of the Administrative Committee on Coordination

PREFACE

The Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, and in accordance with Economic and Social Council resolution 1993/16, herewith submits to the Economic and Social Council the proposed revised system-wide medium-term plan for the advancement of women, 1996-2001 for adoption, taking into account the comments made thereon by the Commission on the Status of Women and the Committee for Programme and Coordination. Once adopted, the revised system-wide medium-term plan will serve as a monitoring and coordination tool at all levels for system-wide progress in implementing actions under each critical area of concern in the Platform for Action, adopted at the Fourth World Conference on Women.

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CONTENTS

	Paragraphs	Page
INTRODUCTION	1 - 20	5
I. STRATEGIC ORIENTATION/FOCUS AND PROPOSED PRIORITY ACTION BY THE UNITED NATIONS SYSTEM	21 - 243	10
A. Women and poverty	21 - 46	10
B. Education and training of women	47 - 68	14
C. Women and health	69 - 95	17
D. Violence against women	96 - 109	22
E. Women and armed conflict	110 - 123	25
F. Women and the economy	124 - 153	28
G. Women in power and decision-making	154 - 170	32
H. Institutional mechanisms for the advancement of women	171 - 183	35
I. Human rights of women	184 - 199	37
J. Women and the media	200 - 212	40
K. Women and the environment	213 - 227	42
L. The girl child	228 - 243	45
II. INSTITUTIONAL AND FINANCIAL ARRANGEMENTS FOR IMPLEMENTING THE BEIJING DECLARATION AND PLATFORM FOR ACTION	244 - 270	48
A. Institutional arrangements	251 - 267	49
B. Financial arrangements	268 - 270	52

ABBREVIATIONS

ACC	Administrative Committee on Coordination
CPCJD	Crime Prevention and Criminal Justice Division
DAW/DPCSD	Division for the Advancement of Women of the Department for Policy Coordination and Sustainable Development
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
INSTRAW	International Research and Training Institute for the Advancement of Women
INTECH/UNU	Institute for New Technologies of the United Nations University
ITC	International Trade Centre
JCGP	Joint Consultative Group on Policy
OECD	Organisation for Economic Cooperation and Development
UNCED	United Nations Conference on Environment and Development
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNDCP	United Nations International Drug Control Programme
UN/DDSMS	Department for Development Support and Management Services of the United Nations Secretariat
UN/DESIPA	Department for Economic and Social Information and Policy Analysis of the United Nations Secretariat
UN/DHA	Department of Humanitarian Affairs of the United Nations Secretariat

UNDP	United Nations Development Programme
UN/DPI	Department of Public Information of the United Nations Secretariat
UN/DPKO	Department of Peace-keeping Operations of the United Nations Secretariat
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNITAR	United Nations Institute for Training and Research
UN/OHRM	Office of Human Resources Management of the United Nations Secretariat
UNV	United Nations Volunteers programme
WFP	World Food Programme
WTO	World Trade Organization

INTRODUCTION

1. The Economic and Social Council, in resolution 1993/16, endorsed the system-wide medium-term plan for the advancement of women for the period 1996-2001 as a general framework for the coordination of system-wide efforts. In the same resolution, it invited the Secretary General, in his capacity as Chairman of the Administrative Committee on Coordination, to arrange for a revision of the system-wide medium-term plan for the advancement of women for the period 1996-2001 in the light of the second review and appraisal of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and the adoption of the Platform for Action 2/ by the Fourth World Conference on Women.

2. A draft of the revised system-wide medium-term plan for the advancement of women, 1996-2001 (E/CN.6/1996/CRP.2) was submitted by the Secretary-General to the Commission on the Status of Women at its fortieth session, held from 11 to 22 March 1996. The comments of the Commission are contained in its resolution 40/10 of 22 March. In that resolution, the Commission recommended, inter alia, that the Council adopt the revised draft plan, taking into account the Commission's resolution and its comments contained in an annex to that resolution. It also invited the Secretary-General to submit to the Economic and Social Council, for its consideration of the draft plan, the comments of the Committee for Programme and Coordination and the Administrative Committee on Coordination, along with the comments of the Commission. The Commission recommended further that the Council, through the Commission, follow up the implementation of the plan and undertake a comprehensive mid-term review of the implementation of the plan as a basis for future programming and coordination of activities for the advancement and empowerment of women by the United Nations system, including a review of progress in mainstreaming a gender perspective in all activities of the United Nations system. It recommended that the Council request the formulation of a new system-wide medium-term plan for the advancement of women to cover the period 2002-2005, and that the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, submit a new draft plan to the Council at its substantive session of 2000 in order to provide guidance to the medium-term plans of the individual organizations of the United Nations system, and that the draft of the proposal be submitted to the Commission on the Status of Women at its forty-fourth session for comments.

3. At the Nineteenth Ad Hoc Inter-Agency Meeting on Women (March 1995), the organizations of the United Nations system agreed on a procedure and timetable for revising the plan. At the Twentieth Meeting (November 1995), the organizations refined the plan and agreed on its structure and the methodology for its preparation. Written input from the participating entities formed the basis for the preparation of drafts, which were circulated to the organizations of the United Nations system for further input and comments. Each organization was asked to indicate the approach it intended to take to achieve the objectives set out in the Platform for Action and to support actions at the national, regional and international levels, including the main significant outputs to be produced during the period and the methods to be used. Joint and collaborative efforts were to be emphasized.

4. Informal meetings took place during the preparatory phase at United Nations Headquarters, and the presence of a large number of focal points at the Fourth World Conference on Women (Beijing, September 1995) allowed for further consultations.

5. The Division for the Advancement of Women served as secretariat and coordinator in the preparation of the plan. It prepared a first outline of the structure and approach of the plan, and a timetable for revising it, compiled information, prepared and circulated the various drafts and organized inter-agency meetings to finalize the plan.

6. In the preparation of the plan, the effort to produce a realistic planning tool that would take into consideration regional plans of action, national priorities and the follow-up to other international conferences was paramount. The overall goal of the political, economic and social empowerment of women and the inclusion of a gender perspective in system-wide activities are essential to the implementation of the plan.

7. Accordingly, the structure of the plan adheres to the critical areas of concern of the Platform for Action. Actions to be carried out by the United Nations system are clustered by type of action under each of the critical areas of concern.

8. Two interlinked elements characterize the United Nations system approach to the implementation of the Platform for Action and to the actions that are put forward in the present plan. First, the vast majority of the organizations and entities of the system approach the advancement of women increasingly through mainstreaming gender concerns into the full range of their activities. They generally also support programmes specifically targeted at women. Other institutions have the advancement and empowerment of women and the achievement of women's equality as their primary focus. These entities may also serve as advocates for mainstreaming by developing conceptual frameworks, methodologies and prototypes. An important component of the work of the system in this field is support to the intergovernmental and treaty bodies that evolve international norms and standards on women's equality and empowerment of women. The Division for the Advancement of Women, for example, supports the work of the Committee on the Elimination of Discrimination against Women and the Commission on the Status of Women. Other entities of the system also support work on standard-setting, for example the International Labour Organization (ILO). Another important aspect of the work of the United Nations is the support it provides for monitoring the implementation by Governments and other actors of legislation adopted by United Nations intergovernmental bodies. The Division for the Advancement of Women and other entities of the United Nations Secretariat play a major role by conducting surveys and collecting data and information from Governments and other key actors on implementation.

9. While the revised plan is based on the Platform for Action, the organizations of the United Nations system recognize the importance of an integrated approach to the implementation of the results of all recent United Nations conferences and summits as elements of a continuum in a process that is now shaping the international community's vision of a global partnership for development. Furthermore, implementation of the outcomes of the five regional

preparatory conferences that preceded the Fourth World Conference on Women will be essential to the implementation of the Platform for Action.

10. The revised plan stresses the importance of collaborative action, particularly in relation to assisting individual countries translate the outcome of the conferences and summits into concrete national policies and programmes. Pooling resources and focusing carefully on specific targets will provide the greatest leverage for implementing the Platform for Action. In order to highlight the interconnectedness of the recent series of global events, the system-wide plan indicates, to the extent possible, the relationship between each critical area of concern of the Platform for Action and other conferences, especially the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development.

11. It will be recalled that the majority of the actions contained in the Platform for Action are addressed to Governments and to other actors at the national level. In fact, the Platform stresses that implementation is first and foremost the responsibility of Governments. However, certain specific actions are addressed to the Secretary-General and to the United Nations system as a whole. With this in mind, the plan is presented as a tool for collaborative and coordinated United Nations action to facilitate, assist and support national action and as a means for coordinated and joint system-wide efforts at the international level.

12. Like the Platform for Action, the plan is addressed to all Member States, developed and developing, in all regions. Nevertheless, because of the nature of many United Nations activities in the economic, social and related fields, especially its operational activities, the bulk of the plan is geared towards developing countries and countries with economies in transition. This does not, however, diminish the importance of the activities undertaken by the United Nations system that are inherently global in reach, such as much of its development of standards and norms, research, analysis, data collection and methodological developments.

13. In following the structure of the Platform for Action with its 12 critical areas of concern, the plan takes into account the strategic objectives of the Platform under each critical area of concern. Again under each critical area of concern, the plan sets out succinctly the strategic orientation/focus of the United Nations system on which collaborative action is based. The intention is to highlight the specific contribution the United Nations as a system can make to the implementation of the Platform for Action. As such, this section clarifies the value added, the unique contribution or the comparative advantage that the system's participation in the implementation of the Platform for Action will bring to each critical area of concern.

14. The plan then sets out the activities to be undertaken by the system to support the achievement of the intergovernmental objectives. Not all the activities planned to be undertaken by the various entities of the United Nations system are listed, but a selection has been made that highlights the need for system-wide action in order to achieve success. A major underlying trend is the need for priority-setting, for synergy through collaboration and

for resource commitments. As a consequence, most actions or tasks that fall essentially within the responsibility of one entity only have not been included in the plan. Exceptions are made for actions that constitute essential contributions for the implementation of the Platform for Action. Furthermore, at the end of the description of actions is a list of those entities that will contribute actively to its implementation, based on a specific mandate or resource commitment. At the same time, it is understood that all other entities are invited to maintain an active interest in such activities. Therefore, a crucial element in the execution of the plan will be an ongoing exchange of information on joint and collaborative activities, as well as on individual activities in order to ensure as little overlap and duplication as possible.

15 Basically all entities of the United Nations system will, to varying degrees and in specific areas of concern, participate in activities to implement the Platform for Action. In terms of public information and promotion activities regarding the Platform in its entirety, the Department of Public Information of the United Nations Secretariat, together with its world-wide network of information offices, as well as through the Joint United Nations Information Committee, which coordinates information activities on women with the information offices of agencies, funds and programmes of the United Nations system, will disseminate information about the Platform for Action and the system's work for the advancement of women.

16. The actions that will be undertaken are formulated by and large in terms of outputs to be produced and of the means to be used. They are, in general, organized around three main areas of United Nations system activities - namely, development of international standards and norms; policy formulation and advice; and operational programmes. Within these areas, emphasis is placed on the actions and means employed in their support. They include, inter alia, information collection and database development; research and analysis; operational activities (advisory services, technical assistance, training); and public information and outreach.

17. Section I of the plan focuses on the role of the system in support of the implementation of the Platform for Action vis-à-vis States Members of the United Nations: it addresses those activities of the United Nations designed to assist Member States. Section II focuses on the internal realities of United Nations system entities that will determine the effectiveness of strategies and the implementation of specific actions. It addresses structural and functional questions that have a bearing on the ability of the various entities to carry out gender-specific planning and programming. In discussing institutional and financial arrangements for implementing the Platform for Action, major emphasis is given to organizational policy, implementation mechanisms, institutional strengthening, including training of staff, and resource allocation and mobilization.

18. The plan, as revised, is an indicative plan - that is, in order to implement it, the participating entities must endeavour to incorporate those aspects of the plan that fall within their competence into their own proposed medium-term plans and work programmes for the years 1996-2001. Consequently, as all United Nations entities are expected to be held accountable for the components of the plan that fall within their areas of responsibility, reporting

and monitoring of specific components are expected to be done primarily within the framework of each agency's legislative setting.

19. At the same time, since responsibility for monitoring progress on the plan is vested in the Commission on the Status of Women, together with the Committee for Programme and Coordination (see Economic and Social Council resolution 1993/16), it can be expected that the Commission on the Status of Women will implement this responsibility on a yearly basis in the framework of its long-term work programme to review the implementation of the critical areas of concern of the Platform for Action, to be elaborated at its fortieth session, in 1996. The Commission might also decide, in the context of its review of the Plan, to request a mid-term report on implementation before the year 2000, taking into consideration the fact that the Economic and Social Council is expected to devote one coordination segment to the implementation of the Platform for Action before the year 2000. Furthermore, an appraisal of the plan and its execution in its entirety should be envisaged in the year 2000 by the Commission on the Status of Women and the Committee for Programme and Coordination as part of the overall review.

20. In carrying out their current and future tasks, all organizations and entities of the United Nations system will contribute actively to efforts for integrated follow up to global United Nations conferences as they pertain to gender and women's advancement and empowerment. The system-wide medium-term plan will serve as an important baseline for coordinated follow-up to the major United Nations conferences held in the past few years. Careful consideration has been given to relevant recommendations of other conferences and to integrated follow-up, as well as to some of the other mandates of the entities concerned.

I. STRATEGIC ORIENTATION/FOCUS AND PROPOSED PRIORITY ACTION BY THE UNITED NATIONS SYSTEM

A. Women and poverty

Critical area of concern. The persistent and increasing burden of poverty on women

Strategic orientation/focus of United Nations system action

21. As a result of the Fourth World Conference on Women (Beijing, September 1995) there will be a new emphasis on women in poverty and on the feminization of poverty, keeping in mind the growing recognition that empowerment of women is often key to raising the standard of living of the population as a whole and contributes to economic growth.

22. It should be noted that many of the activities to address poverty called for in chapter IV, section A, of the Platform for Action overlap with actions called for in the Beijing Declaration and other sections of the Platform for Action, in particular, chapter IV, sections B (Education and training of women) and F (Women and the economy). This is because strategies to reduce poverty, as proposed by the international community, largely call for increased gender equality in access to employment, productive resources and basic education, and for the protection and promotion of women's human rights.

23. The United Nations system has gained considerable experience in the area of poverty eradication. Among the lessons learned are that the promotion of productive employment constitutes a key strategy for sustainable poverty alleviation; organization in groups allows poor women to mobilize human, financial and material resources; issues such as access to credit and to other productive resources are essential for breaking out of poverty; adequate social insurance and social security coverage of vulnerable groups - such as workers in the urban informal and rural sectors - are necessary; the links between the social, economic, legal and political spheres should be recognized in order for action to eradicate poverty to be effective; there should be complementarity between policy reform and direct intervention; effective strategic alliances at the local, national and international levels are essential; efforts to prevent and alleviate the effects of natural disasters are important. Through collaboration in this field, the United Nations system has had a considerable impact on the eradication of poverty, particularly in developing countries.

24. Greater emphasis will be given in the ensuing period to research and action on the gender dimensions of poverty. The United Nations system will continue to explore strategies that have already proved effective, such as the use of savings and credit systems and access to economic resources generally, community development programmes, and training and skill formation to assist poor women to find employment in the formal and non-formal sectors and to participate in small-scale enterprises. It will undertake further research and data collection to expand understanding of the optimum policies and strategies needed for poverty alleviation among women. It will investigate the impact on women of globalization, macroeconomic policies and economic restructuring, with special emphasis on trade policies and on increasing the understanding of how various

bodies, including women's organizations, can intervene in the process of policy-making with positive effect. Technical cooperation, advisory services and training will be major components of United Nations system activities in addressing this critical area of concern. Food aid will be used as an incentive for giving women access to community-based employment and other opportunities and to support women's self-help schemes.

25. The importance of this critical area of concern was recognized in agreements reached at other United Nations conferences and summits - in particular Agenda 21, 3/ paragraphs 4.27, 5.12 and 24.2 (f); the Vienna Declaration and Programme of Action, 4/ section I, paragraphs 8, 10, 18, 21, 30 and 33; the Programme of Action of the International Conference on Population and Development, 5/ principles 4, 9 and 10; and the Copenhagen Declaration on Social Development, 6/ paragraph 26 (j) and commitments 3, 5, 6 and 8.

Actions to be taken

(a) Information collection and database development

26. Collect, analyse and publish regularly gender-disaggregated data, information and the results of household surveys on women and poverty in relation to land use, forestry, fisheries, food, nutrition and the like, so as to strengthen empirical evidence on women and poverty and enhance the ability of policy makers to conduct analyses and develop responses; collect and analyse time-use data from developing countries to measure and value women's contribution to poverty alleviation; collect and analyse information on the impact of trade policies on women; develop indicators to facilitate monitoring trends in poverty and in economic performance from a gender perspective; improve methodologies on gender-sensitive data collection in rural areas (ILO, FAO, UNIFEM, UNDP, World Bank, INSTRAW, United Nations Statistics Division, regional commissions).

27. Develop, field test and promote a socio-economic gender analysis programme (FAO).

(b) Research and analysis

28. Conduct thematic studies to evaluate poverty alleviation strategies, especially with reference to women workers in the informal sector - on such themes as poverty, household food security and gender, focusing on the feminization of poverty as expressed in food insecurity; conduct studies with respect to adapting successful credit systems in different socio-cultural areas, with particular emphasis on the needs of poor rural women, and to integrating information on credit systems into non-formal education; undertake case-studies on the role of female entrepreneurs in the least developed countries; conduct time-use analysis of paid and unpaid work of women heads of household; complete region-specific surveys on women in extreme poverty; document gender-sensitive policies to improve the enabling environment for women's enterprise development; conduct research on the situation of migrant women and their integration into society (UNDP, ILO, IFAD, FAO, UNFPA, Centre for Human Rights, DAW/DPCSD, UNESCO, UNCTAD, INSTRAW, ESCAP, ECE, ECLAC, UNIFEM, World Bank).

29. Develop an analytical framework for integrating the gender dimension in the design of macro-policies and safety nets; document best practices of policies and programmes for employment creation and poverty reduction among women, focusing on women in the rural and informal sectors; conduct policy-oriented comparative research to evaluate the impact of export processing zones (EPZs) on women's development prospects (ILO, UNDP, UNV, INSTRAW).

30. Prepare publications on the gender dimension of economic reforms, with special reference to women's employment, equality and social bargaining power; on credit, technologies, training and marketing to influence and aid policy formulation (UNIFEM, ILO, UNIDO, FAO, ITC, ECE, UNDP, DAW/DPCSD).

(c) Operational activities (advisory services, technical assistance and training)

31. Provide advice to Governments to strengthen national capacity in adopting and implementing poverty eradication policies and programmes; encourage national debate, with the full participation of workers and employers' organizations, women's groups and Governments, on the definition of priorities and strategies for poverty eradication through employment; assist in the design and implementation of targeted interventions for improving women's access to productive resources (land, credit, technology and markets), women's skills profile (vocational and managerial) and bargaining power through organizations, including those in the rural and urban informal sectors, and women's coverage by social protective measures, including unconventional schemes for disadvantaged women workers; implement an interregional action programme on poverty eradication with a focus on women (ILO, UNDP, UNCHS, World Bank, UN/DDSMS).

32. Provide advisory services for a comprehensive review of policies and programmes aimed at employment promotion and poverty eradication for women, including indigenous women; provide technical assistance to Governments to strengthen their institutional capacity to formulate policy strategies on gender and national action plans to integrate rural women in development; examine macroeconomic policies, sectoral policies for rural development and for cottage and small enterprise development and self-employment and formal and informal sector employment, with a view to identifying areas for reform and modalities for implementation (UNDP, ILO, ECLAC, FAO, UN/DDSMS).

33. Promote women's employment and participation in social funds accompanying structural adjustment; evaluate the gender dimension of social funds and compensatory programmes and employment schemes that have been set up to mitigate the adverse effects of structural reforms; establish guidelines for more effective strategies for employment promotion for women within these schemes; integrate gender concerns explicitly in policy reforms in adjustment operations; protect or increase the share of public expenditures on social sectors in adjustment operations (ILO, ECLAC, World Bank).

34. Mobilize resources from various partners to support microfinance through the Consultative Group to Assist the Poorest; mobilize resources to prevent and minimize the effects of natural disasters on women (UNDP, World Bank, UN/DHA).

35. Support catalytic projects focusing on credit, technology, training and the provision of marketing advice; support networking among United Nations agencies, Governments and non-governmental organizations in the areas of credit and technology (ILO, UNIDO, FAO, ITC, IFAD, UNDP, UNIFEM, UN/DDSMS).

36. Undertake cost-effective approaches to improving rural women's access to services and resources on a sustainable basis; show how community development programmes tailored to meet the specific needs of rural women can contribute locally to combating poverty and marginalization (IFAD, FAO, UNDP, UNICEF, WFP, World Bank, regional development banks, UNESCO, UN/DDSMS).

37. In the context of population and development programmes, support income-generating activities and integrate family life education with other activities to create job opportunities for women (FAO, UNFPA, UNDP, UNIFEM).

38. Apply benchmarks to monitor the active participation of excluded groups, in particular young people and women, in carrying out projects to strengthen endogenous capacities within civil society (UNDP, UNESCO, World Bank).

39. In order to facilitate women's equal access to resources and employment, make food aid assistance accessible to women for community-based, flexible and less competitive employment programmes; dedicate a fixed percentage of development food aid to self-help schemes to build assets in which women have a long-term stake; provide food aid incentives to address gender constraints and to ensure women's equal access to education and other skills development; use food aid as leverage to obtain complementary national and international technical and financial resources to benefit women in the education, health, environment and economic sectors (WFP).

40. Assist women's organizations to mobilize and enable grass-roots women to intervene in the policy-making process on their own behalf; assist women entrepreneurs, farmers and traders to diversify successfully in the face of changing circumstances; assist database development and strengthening regional and national networks working on gender and trade issues; include in field projects a component on gender-disaggregated data collection, dissemination and use by planners, decision makers and developers (UNIFEM, ITC, UNDP, INSTRAW, ILO, FAO, UN/DDSMS).

41. Implement a regional programme, "Jobs for Africa", focused on employment-generation for poverty reduction in sub-Saharan Africa, with a special component on integrating gender perspectives in macroeconomic policies; identify specific regulatory and legal constraints and gaps in gender-disaggregated data on poverty and employment; and address the issue of women's employment in the fight against poverty in every policy analysis component (UNDP, ILO).

42. Undertake technical training for women entrepreneurs in non-traditional skills and train craftswomen to upgrade their skills; convene gender sensitization workshops for policy makers and staff of trade organizations operating at the regional and international levels (UNDP, UNCHS, UNIFEM, ILO, UNESCO, UN/DDSMS).

43. Based on policy guidelines on gender, poverty and employment, implement a modular training package on policies and targeted action programmes for employment promotion and poverty eradication and provide gender training to selected actors involved in anti-poverty programmes (UNDP, ILO).

44. Hold expert meetings on the growing feminization of poverty and on human settlements, poverty and gender (UNDP, UNCHS, World Bank, ESCAP).

(d) Public information and outreach

45. Develop and disseminate public information material on the gender dimensions of poverty and public policy (UN/DPI, DAW/DPCSD).

46. Organize an international campaign for promoting women's access to credit (INSTRAW).

B. Education and training of women

Critical area of concern. Inequalities and inadequacies in and unequal access to education and training

Strategic orientation/focus of United Nations system action

47. The strategies of the United Nations system in basic education are predicated on the right of every child to participate in and benefit from education. The United Nations system is in a unique position to advocate for the improvement of access to, and the quality of, girls' and women's education, including science and technology and technical and vocational education and training, and to monitor the situation, in accordance with international norms and standards, including the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on Technical and Vocational Education and the Convention against Discrimination in Education.

48. Through its field offices, links and networks with Governments, non-governmental organizations and educational communities around the world, the United Nations system can play a decisive role in providing technical assistance in data collection, awareness-building, information dissemination and advocacy, with the goal of eliminating gender gaps in literacy and education; in strengthening the role of training in women's participation in the labour market; and in supporting national capacity-building for relevant gender-sensitive education. The system will facilitate the coordination of education programmes intended to benefit girls and women and give priority to programmes that can be sustained within the national context.

49. Special emphasis will be placed on the needs of vulnerable groups, girls and women in the least developed countries and on rural women and men in development programmes and projects.

50. The importance of education and training for girls and women was recognized in agreements reached at other United Nations conferences and summits. Reference is made to the World Summit for Children (New York, 1990), the World

Declaration on Education for All, the World Conference on Education for All (Jomtien, Thailand, 1990), the Education for All Summit of Nine High-Population Countries (New Delhi, 1993), the Ouagadougou Declaration and Framework for Action, Agenda 21, 3/, paragraphs 5.37, 5.62, 8.10, 8.25, 24.2 (e), 24.3 (c); 35.25 (b), 36.4 (a), 36.5 (c) and (m) and 36.13 (a); the Programme of Action of the International Conference on Population and Development, 5/, paragraphs 4.3 (c), 4.4 (b), 11.5, 11.6, 11.8 and 11.9; and the Programme of Action of the World Summit for Social Development, 7/, paragraph 74 (l).

Actions to be taken

(a) Information collection and database development; research and analysis

51. Compile new and existing data; develop research and indicators; design guidelines on the social and economic benefits to families and societies of investing in the education of girls, including non-formal types of education; prepare analytical evaluations of successful experiences and design replicable model approaches for achieving gender equality in education (UNESCO, ILO, UNFPA, UNICEF, UNDP, World Bank, United Nations Statistics Division, DAW/DPCSD).

(b) Operational activities (advisory services, technical assistance and training)

52. Disseminate the Guidelines on Basic Education with Special Attention to Gender Disparities to United Nations field offices and encourage field offices to work with Governments to keep the education of girls and women high on national agendas through advocacy, national dialogue and creative use of resources to increase the demand for basic education (UNFPA, UNESCO).

53. Continue to assist Governments to improve methodologies for the collection, processing, interpretation and utilization of gender statistics in education and training (ILO, UNESCO, INSTRAW, UNICEF).

54. Disseminate policy guidelines and assist Governments in the formulation of gender-sensitive and economically sound educational and training policies and in the formulation of national educational policies and programmes that maximize female enrolment and continuation at school, improve girls' and women's opportunities for life-long learning, promote the value of girl children to both their families and societies and mobilize community participation in support of basic education, particularly the education of girls (UNESCO, UNFPA, UNICEF, World Bank, FAO).

55. Continue to provide technical assistance to Governments for monitoring progress in the education of girls and women and in support of capacity-building of government, workers' and employers' organizations to promote the integration of gender concerns into educational planning, administration and teacher training and into national training policies; assist Governments to mobilize and direct resources towards improving educational opportunities for women and girls (UNESCO, ILO, ECE, ECLAC, UNDP).

56. Based on policy research and analysis on the link between girls' education and efforts to eliminate poverty and improve the social welfare and empowerment

of girls and women, provide technical assistance to Governments on approaches to, and the content of, integrated information, communications, advocacy and social mobilization strategies in support of basic education and literacy programmes with girls' primary education as a major thrust, taking into consideration cross-sectoral constraints to girls' education such as water supply and sanitation facilities in schools and health and nutrition of young girls; and provide guidelines for incorporating gender into agricultural and forestry education (UNICEF, UNESCO, UNFPA, UNDP, World Bank, UNV, FAO, WHO).

57. In the framework of country projects, assist Governments in the review and revision of educational programmes and school materials in an effort to eliminate gender stereotypes and increase gender sensitivity, and to improve the effectiveness of curricula to encompass emerging concerns and priority issues resulting from the International Conference on Population and Development and the Fourth World Conference on Women; establish gender-sensitivity training for personnel working in literacy and formal and non-formal education programmes; and provide advice to educational institutions on how to expand teacher training to include gender sensitivity (UNFPA, UNESCO, IFAD, FAO, WHO, UNICEF).

58. Develop procedures, provide policy advice and monitor efforts to address and incorporate gender issues in United Nations system-supported education activities and projects, including those for rural women and men (FAO, UNFPA, UNICEF, IFAD, UNITAR, UNESCO).

59. Establish training programmes in research centres and industrial enterprises to facilitate women's access to scientific and technological education, training, retraining and careers, with an emphasis on the interface between education and the labour market, and support non-governmental organizations involved in those areas; provide relevant training materials on management training for women; and introduce training schemes for women's self-employment (UNESCO, ILO, UNIDO).

60. Disseminate guidelines for the design of school meal programmes to implementing partners at the country level; and continue to commit 60 per cent of country programme resources to target women and girls in countries that show that women are at a serious disadvantage compared with men, as reflected in basic economic and social indicators, in order to solicit affirmative action by Governments to increase girls' attendance at school to 50 per cent (WFP, UNESCO).

61. Provide support to Governments of countries in Africa in the context of the Ouagadougou Declaration and Framework for Action, and of the least developed countries, including support through training, and the establishment of schools and of distance education; and continue collaboration on an inter-agency initiative, "Basic education for all African children", which is a key part of the United Nations Secretary-General's Initiative on Africa (UNESCO, UNDP, UNICEF, UNFPA, World Bank).

62. Target girls and women in the nine high-population countries (Delhi Declaration, adopted by the Education for All Summit of Nine High-Population Countries, held at New Delhi in 1993) through distance education schemes, the

provision of support for scholarship and stipend programmes and the convening of panels (UNFPA, UNESCO, UNICEF, UNDP, World Bank).

63. In the framework of the United Nations Decade for Human Rights Education, provide technical assistance to countries to conduct national campaigns for the promotion of women's human rights; develop teaching materials aimed at raising awareness of the human rights of women; and promote gender equality (Centre for Human Rights, UNESCO).

(c) Public information and outreach

64. Prepare and disseminate widely information, training and extension materials to promote women's choices and opportunities in employment, including non-traditional occupations, self-employment, management, agriculture and the like (ILO, FAO, UNCHS).

65. Promote, through operational projects at the country level, information dissemination, guidelines and workshops, women's entry into technical trades and non-traditional occupations, skill diversification, skills for self-employment, for entrepreneurship, for employment of women in extension services and for participation in small-scale enterprises, strengthening the integration of gender issues into training policies, and into vocational education and training (ILO, FAO, UNESCO).

66. Organize workshops and encounters to promote education and information through the media, government programmes, street theatre and other forms of communication, with a particular focus on girls (UNESCO).

67. Provide information and strengthen the activities of universities and other educational and research institutions in support of gender studies and research, and strengthen the dissemination of information and research on gender issues (UNESCO, UN/DPI).

68. Support and strengthen cooperation with non-governmental organizations, including professional educational associations, as partners in educational programmes through funding, training, information and networking (UNESCO, UNICEF, UNFPA, World Bank, UN/DPI, DAW/DPCSD).

C. Women and health

Critical area of concern. Inequalities and inadequacies in and unequal access to health care and related services

Strategic orientation/focus of United Nations system action

69. The strategy of the United Nations system in this critical area of concern is determined by its unique ability to promote a comprehensive approach to improving the health of girls and women, preventing ill-health and making health systems more responsive to the needs of girls and women. It will promote international standards, norms and goals as the basis for gender-specific national health policies, taking into consideration extensive research and data

on gender-specific health concerns. Major areas for policy, programme and project intervention will include nutrition; the reduction of maternal mortality and morbidity; comprehensive reproductive health, including fertility regulation and sexual health, maternal health and safe motherhood, sexually transmitted diseases and HIV/AIDS; violence against women and girls as a public health issue; female genital mutilation; occupational health; and increasing the use of gender-based indicators and of national legislation to promote women's health. Awareness of the extent to which a human rights approach can facilitate progress in striving towards the goal of health for all, particularly as it applies to women, will be advocated.

70. The system has developed extensive ties with health-care providers and health policy makers, non-governmental organizations, women's groups and academic and research institutions, all of whom are essential partners in raising awareness about, and ensuring a more gender-sensitive approach to, national health policies, programmes and research and development with respect to health. It will encourage partnerships between Governments, non-governmental organizations and the private sector to maximize both coverage and quality of services.

71. Through the provision of technical assistance, training and policy advice, the collection and dissemination of data, and support for and conduct of research, the system can contribute substantially to the capacity-building of all partners, including in particular the users of health services, in the design and delivery of preventive and curative health services, including comprehensive reproductive health programmes through the primary health care system. Particular emphasis will be placed on improving the relationships between women and health care providers, needs and services. The system's support for reproductive health will be based on a public health, pragmatic and participatory approach with the goal of providing all individuals and couples with access to information and services to prevent pregnancies that are too early, too late or too closely spaced. The availability, accessibility and affordability of health services and related information for all women and girls, and their ability to use them, will be a primary focus of attention.

72. The importance of this critical area of concern was recognized in other recent international agreements, including Agenda 21, 3/ chapter 5, section B, 6 and 24; and the Programme of Action of the International Conference on Population and Development, 5/ chapters IV, section A, VII and VIII.

Actions to be taken

(a) Information collection and database development

73. Review existing information and resources; set up new and expand existing databases and information collections; document women's health issues systematically in all regions; monitor trends in fertility, contraceptive use and gender differences in mortality, including the demographic effects of HIV/AIDS, environmental and occupational health hazards and the health consequences of violence against women; and promote the collection and dissemination of drug abuse data and gender-disaggregated data at all levels

(Population Division/DESIPA, United Nations Statistics Division, WHO, UNICEF, UNDCP).

(b) Research and analysis

74. Undertake research that is specific to women in a number of health areas, for example reproductive health (including contraceptive research and development), as well as research on substance abuse, occupational health, environmental health, adolescent health, tuberculosis and tropical diseases, including any gender-specific determinants, disease patterns and consequences, with a view to making recommendations on health policy and programme improvements designed to ensure optimal health for men and women (WHO, UNDCP).

75. Undertake research and analysis and prepare studies designed to identify gender-related issues in equality of access to health care and equality in the utilization of health-care services, and on the impact of issues such as access to food and occupational environment on women's health; and propose methodologies and develop strategies for strengthening services for women and for improving their access to such services, and for the control and prevention of health hazards specific to women, in collaboration with non-governmental organizations and academic institutions (WHO, ILO, UNICEF, UNDCP).

76. Undertake a review of the safety of all family planning methods to improve the quality of family planning services and access to a variety of methods of family planning, and evaluate different models of prevention and management of reproductive tract infections and cancers; undertake, in collaboration with non-governmental organizations, research on the cost-effectiveness of family planning programmes in selected countries (WHO, UNFPA, World Bank).

77. Develop guidelines and procedures for the involvement of women, women's organizations and other groups working for women's needs in the planning, implementation and monitoring of United Nations-supported reproductive health services and programmes, and on the operationalization of women's rights in the health and health-related sectors (UNFPA, UNIFEM, WHO, Centre for Human Rights, UNICEF).

78. Develop practical and appropriate methodologies in the area of women's reproductive health in support of Governments' efforts to implement reproductive health programmes reflecting the broader approach to reproductive health, the empowerment of women, equitable gender relations and the involvement of women and young people in the identification of needs and the development and evaluation of policies and programmes (WHO, UNICEF).

79. Revise and update the WHO publication Women's Health and Human Rights: The Promotion and Protection of Women's Health through International Human Rights Law to reflect, inter alia, the outcomes of the Cairo, Copenhagen and Beijing conferences, as well as the work of the Global Commission on Women's Health; develop a healthy women's counselling guide, targeted at policy makers, non-governmental organizations and others; finalize and disseminate widely a manual for health workers aimed at increasing the effectiveness of health workers in meeting the needs of female clients (WHO, UNDCP).

80. Prepare the World Population Monitoring Report for 1996 and for 1998 dealing, respectively, with women's reproductive rights and reproductive health, and with health and mortality, with special emphasis on the linkages between health and development, and gender and age (Population Division/DESIPA with the collaboration of UNFPA, WHO, UNICEF and UNESCO).

81. Prepare a system-wide study on women and substance abuse in the framework of the project on promoting women's action in substance abuse preventive education, in collaboration with non-governmental organizations (UNESCO, UNDCP, WHO, UNICRI, FAO, Joint and Co-sponsored United Nations Programme on HIV/AIDS).

(c) Operational activities (advisory services, technical assistance and training)

82. Produce and distribute to all United Nations field offices a user-friendly listing of all the health and health-related provisions contained in the Platform for Action and provide policy and technical guidance to facilitate the understanding and operationalization of these provisions, particularly at the country level, and to ensure that all health programmes supported by the United Nations system adequately incorporate a gender perspective (WHO).

83. Distribute widely to field offices, government officials and representatives of non-governmental organizations the UNFPA, WHO and UNICEF joint statement on female genital mutilation, in supporting Governments and communities to promote the health and development of women and children; the UNFPA, WHO and UNICEF joint statement on the reproductive health of adolescents; the UNFPA, WHO and UNICEF joint statement of common goals for the health and development of women and children; and the Guidelines on Reproductive Health (UNFPA, WHO, UNICEF, UNDP).

84. Provide policy advice to Governments, and in particular health-care providers, on a holistic approach to women's health over their life-span, especially in the development of gender-sensitive national health plans and policies and related resource mobilization, including advice on such issues as reproductive and sexual health (including family planning), safe motherhood, prevention of sexually transmitted diseases and HIV/AIDS, the health of girls, nutrition and gender-based violence as a health issue (WHO, UNFPA, UNICEF, FAO).

85. Provide technical guidance to Governments in the area of fertility regulation by producing, on a regular basis, technical guidelines on specific methods of family planning, as well as on programmatic issues such as community distribution of contraceptives (WHO, UNFPA).

86. Organize meetings and provide technical assistance and networking services to non-governmental organizations and community groups to build stronger dialogues and partnerships between health-care providers and users in the design and delivery of comprehensive health services, especially their capacity to expand users' access to a full range of health-care services; build up a database of women's non-governmental organizations active in women's health, including reproductive health, in the various regions; develop and expand partnerships with academic and research institutions; and strengthen networking and information exchange (WHO, UNFPA, UNICEF, UN/DDSMS).

87. Prepare training and counselling materials, develop methods and guidelines and organize training activities for non-governmental organizations, women's groups and health providers, with an emphasis on prevention, in such areas as domestic violence, substance abuse, drug addiction, sexually transmitted diseases and HIV/AIDS, hygiene and sanitation, reproductive health issues and traditional practices affecting the health of women and children; and provide special programmes for girls and boys regarding responsible sexual behaviour (WHO, UNESCO, UNDP, UNV, UNICRI, Centre for Human Rights, UN/DDSMS, UNICEF, UNFPA, UNDCP).

88. Mainstream gender in the development and implementation of programmes to improve access to and affordability of products used in HIV/AIDS prevention programmes, therapeutic interventions and appropriate platforms for communications technologies through the local development of manufacturing capability for these products (UNIDO, World Bank, WHO).

89. Provide technical support to the Joint and Co-sponsored United Nations Programme on Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome (WHO, UNFPA, UNICEF, UNDCP, UNICRI, UN/DDSMS).

90. Provide technical support to efforts, at the international, regional and country levels, to collect, analyse and disseminate sex-disaggregated data on critical indicators in women's health (WHO, UNDCP).

91. Develop and implement gender and health awareness training for United Nations staff and implementing partners at the country level on health issues covered by the Beijing Platform for Action and the Programme of Action of the International Conference on Population and Development in order to support identification of priority concerns and strategies for national action (WHO, UNFPA, UNICEF).

(d) Public information and outreach

92. Produce and disseminate information on international norms, standards and policies and on national legislation, relating to women's and girls' health issues, including reproductive and sexual health and sexual exploitation; support the production and dissemination of reproductive health information, including responsible sexual behaviour, and the provision of such services to both girls and boys; disseminate the plan of action for the elimination of traditional practices affecting the health of women and girls to field offices, Governments and non-governmental organizations; and disseminate training materials on nutrition problems (UNFPA, UNIFEM, UNICEF, WHO, DAW/DPCSD, Centre for Human Rights, FAO).

93. Compile and disseminate information to non-governmental organizations and women's groups - and support networking - on reproductive health services, including family planning, and on the needs of adolescent girls for information and services, in keeping with the relevant international conventions and with the goal of providing all individuals and couples with access to information and services to prevent pregnancies that are too early, too late, too closely spaced or too frequent (WHO, UNICEF).

94. Integrate concerns related to HIV/AIDS and sexually transmitted diseases into all programmes; launch a special effort to develop gender-specific and gender-sensitive prevention messages and services with respect to sexually transmitted diseases, as well as case management, that are tailored to meet women's needs; and develop training of health workers and other strategies to eliminate discrimination against women infected and affected by HIV/AIDS (WHO, UNFPA, UNICEF, FAO).

95. Provide information and implement media campaigns to decrease women's vulnerability to HIV/AIDS, including the establishment of a media prize, and the establishment of a network for the collection and dissemination of information on effective initiatives or activities world wide that have contributed to reducing women's vulnerability; and provide funding for the study of behavioural approaches and medical research, specifically research into women-controlled methods to prevent HIV and other sexually transmitted diseases (WHO, UN/DPI, UNICEF).

D. Violence against women

Critical area of concern. Violence against women

Strategic orientation/focus of United Nations system action

96. The United Nations system is in a central position for the collection, analysis and dissemination of data and information on all types of violence against women based on the Declaration on the Elimination of All Forms of Violence against Women and other international standards and norms. It will draw from reports generated under procedures for monitoring the implementation of international human rights instruments, the work of special rapporteurs, United Nations field operations, communications procedures and other sources.

97. Given experience gained with such publications as The World's Women and the Human Development Report and extensive policy research on violence against women, the United Nations system is uniquely placed to identify gaps in the availability of information, data, methodologies and indicators and to take action to remedy this. Through its field operations, including peace-keeping, refugee assistance and humanitarian interventions, the United Nations is required to deal with situations of violence against women who are directly under the protection of the United Nations. Global statistical surveys and methodologies for data collection and the development of indicators, especially for use at the national level, are crucial for comprehensive and uniform data collection from which global trends can be identified, which are in turn the basis for intergovernmental policy recommendations. As violence against women is recognized as a human rights issue and as an obstacle to development, it is necessary to reflect the impact of violence against women in all the operations and programmes of the United Nations system.

98. The United Nations outreach and close link to grass-roots organizations, non-governmental organizations and women's groups active in this field have proved vital in promoting the recognition that violence against women is an important issues that must be addressed; special emphasis is to be placed on prevention and on addressing the root causes of violence against women. Support

for and cooperation with such organizations are an essential component of the United Nations work to promote and effect the changes needed to eradicate violence against women.

99. The elimination of violence against women is recognized as essential in agreements reached at other United Nations conferences. Reference to violence is made in Agenda 21, 3/ paragraph 24.2 (h); the Vienna Declaration and Programme of Action, 4/ section I, paragraph 18, and section II, paragraph 38; the Programme of Action of the World Summit for Social Development, 7/ paragraph 79 (a) and (b); and the Programme of Action of the International Conference on Population and Development, 5/ paragraphs 4.4 (e), 4.9 and 5.5; and in the report of the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders. 8/

Actions to be taken

(a) Information collection and database development

100. Based on the definition of violence against women contained in the Declaration on the Elimination of Violence against Women, develop indicators on violence against women and related health problems, and support Governments and other entities in the collection and dissemination of data at the national level; exchange available data and establish a centralized database on violence against women for use by all entities of the United Nations system, Governments, non-governmental organizations and so forth; and include such data regularly in statistical publications and issue them separately in hard copy and on CD-ROM; establish and strengthen links with non-governmental organizations active in this field (DAW/DPCSD, United Nations Statistics Division, WHO, UNIFEM, UNICEF, Centre for Human Rights, CPCJD, UNCHS).

(b) Research and analysis

101. Conduct policy research and analysis through case-studies, surveys and data analysis, particularly at the regional level, of the incidence of and trends in violence against women and its health consequences, with special emphasis on vulnerable groups; document successful methods of preventing and eliminating violence against women; and propose options for incorporating successful strategies at the legislative, policy and operational levels (DAW, DPCSD, UNESCO, WHO, CPCJD, Centre for Human Rights, UNCHS, ECLAC).

102. Drawing on existing information and additional research and based on an understanding of the causes of violence against women and the consequences for the development process, develop a set of guidelines and possibly manuals for resident coordinators, project managers and other development practitioners to enable them to incorporate anti-violence measures into all aspects of development planning and the project cycle (DAW/DPCSD, UNIFEM, CPCJD, ESCAP, Centre for Human Rights, UNCHS, UNICEF).

103. Prepare a comprehensive report on existing international and regional norms and standards and on ongoing normative and policy efforts at the international level regarding trafficking in women and violence resulting therefrom, and develop options for comprehensive international responses to the issue,

including strengthened preventive action against trafficking in women and girls and child prostitution (DAW/DPCSD, UNESCO, CPCJD, Centre for Human Rights).

(c) Operational activities (advisory services, technical assistance and training)

104. Provide training and advisory services to government officials and policy makers, including judicial and law enforcement personnel, medical and social workers, for the implementation of the Declaration on Violence against Women, including such training and services in the area of legal and policy reform, rehabilitation of and redress for victims of violence, and with respect to improving the capacity of the health sector in the prevention and management of the health consequences of violence against women; disseminate core training curriculums on violence against women to practitioners in the criminal justice system; and disseminate model legislation on domestic violence (UNICRI, WHO, Centre for Human Rights, UNIFEM, CPCJD, UN/DPKO, ECLAC).

105. Provide funding and technical assistance to, among others, non-governmental organizations and women's and community groups in support of information, education and communication activities to create awareness about the extent of, and legal remedies for, violence against women; provide information about national and international norms and standards on and remedies for violence against women; provide training to health-care providers, community and social workers to recognize the symptoms of violence; provide counselling and appropriate health services for women and girls suffering violence; provide training to address further traumatization and stigmatization resulting from the consequences of female genital mutilation on women's physical and sexual health (UNICEF, UNFPA, WHO, UNHCR, CPCJD, Centre for Human Rights).

106. Support and strengthen non-governmental organizations and women's and community groups in their efforts to prevent and eliminate violence against women through the establishment of networks, funding for counselling and shelters, and outreach (UNIFEM, UNICEF, UNFPA, Centre for Human Rights, UNCHS).

(d) Public information and outreach

107. Assemble and disseminate comprehensive and accessible information on international norms and standards on violence against women to Governments, non-governmental organizations and other entities - for example, the Convention on the Elimination of All Forms of Discrimination against Women, general recommendation 19 of the Committee on the Elimination of Discrimination against Women, 9/ the Declaration on the Elimination of Violence against Women and the UNHCR Guidelines on the Protection of Refugee Women and on the Prevention of and Response to Sexual Violence against Refugees; provide training to all United Nations field, mission and other personnel, especially those involved in peace-keeping operations, in humanitarian and emergency assistance and in war-affected projects, so that they are fully familiar with these norms; and provide training to refugees on their rights and responsibilities (UNHCR, DAW/DPCSD, Centre for Human Rights, UNFPA, WHO, UNICEF, UN/DHA, UN/DPI, UNESCO, UN/DPKO).

108. Conduct training in and workshops on legal literacy and disseminate information to non-governmental organizations and women's groups to strengthen

their ability in advocating for accountability in the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, and the Declaration on the Elimination of Violence against Women (UNICEF, UNIFEM, DAW/DPCSD, Centre for Human Rights, WHO, CPCJD).

109. Strengthen cooperation with the Special Rapporteur on Violence against Women and other international mechanisms aimed at the elimination of violence against women through information exchange and participation in workshops, seminars, and similar activities (UNICEF, Centre for Human Rights, UNIFEM, DAW/DPCSD, UNHCR, CPCJD, WHO).

E. Women and armed conflict

Critical area of concern. The effects of armed or other kinds of conflict on women, including those living under foreign occupation

Strategic orientation/focus of United Nations system action

110. The United Nations system has a comparative advantage in two major aspects of this critical area of concern - first, in strengthening women's contribution to a culture of peace, peace-building and conflict resolution through research, data collection and information dissemination and second, through the provision of services to women in situations of armed conflict, including advocacy in protecting and promoting the interests and rights of women during armed conflict.

111. Paramount to the system's strategy in this critical area of concern is the recognition that women are active partners and participants in conflict prevention and resolution - rather than victims of conflict - and in peace-building processes. All efforts will be made to increase this role of women in the framework of standards of humanitarian law and international human rights norms. The system's cooperation and links with non-governmental organizations and community organizations are essential in the operationalization of this approach. Its strong field operations capability for delivering refugee and emergency assistance and the provision of food aid to people affected by crisis situations is complemented by advocacy, institution-building efforts and rehabilitation. The system is called upon to respond in conflict and emergency situations where women and adolescent girls are at greater risk of sexual exploitation, abuse and violence, and of discrimination in the delivery of assistance and services, including health services. The United Nations agencies with a longer term commitment to the development of countries in crisis situations are well placed to play a major role in the continuum from emergency relief to development by supporting disaster prevention, preparedness and mitigation and post-disaster rehabilitation activities.

112. The importance of this critical area of concern is recognized also in other international agreements, including the Programme of Action of the International Conference on Population and Development, 5/ chapter IV, section A, chapter IX,

section C, and chapter X, section D; and the Programme of Action of the World Summit for Social Development, 7/ paragraph 76.

Actions to be taken

(a) Research and analysis

113. Collect and analyse information on women's visions, proposals and solutions for conflict prevention and peace-building in order to strengthen their role in this area; document the main differences between men's and women's attitudes to peace, security and conflict resolution, and propose action strategies for policy makers to create a more pluralistic, democratic and peaceful environment; conduct research on women's role in transforming the existing culture of violence into a culture of peace and publicize the findings; conduct research on women's habitat in conflict zones (UNESCO, DAW/DPCSD, INSTRAW, UNCHS).

114. Identify, through surveys, research and data collection, the specific needs, vulnerabilities, capacities and resources of women in crisis situations, and formulate methodologies and prepare guidelines that reflect the impact of conflict and crisis on women, for use by relief and other personnel (UN/DHA, UNHCR, WFP, UNIFEM, UNICEF, CPCJD, UNCHS, WHO).

115. Develop more accurate targeting and distribution methodologies; develop guidelines for monitoring relief efforts to ensure that supplies reach families, particularly female-headed households, and that women's equal entitlements to services, including health services, as well as their gender-specific needs, are protected during armed conflict (UN/DHA, UNHCR, WFP, UNIFEM, UNICEF, UN/DPKO, CPCJD, WHO).

(b) Operational activities (advisory services, technical assistance and training)

116. Develop guidelines and training; provide women in crisis situations with legal assistance, literacy training, conflict resolution skills training, income-generating skills, counselling, health care and other services; ensure that the response to sexual and gender-based violence is provided adequately to limit further traumatization of victims of violence; and promote gender-sensitive approaches in the reintegration of returnees, with particular attention to strengthening the capacity of female-headed households to rebuild their lives (UN/DHA, UNHCR, WFP, UNIFEM, UNICEF, UNV, UNESCO, CPCJD, UN/DDSMS, WHO).

117. Provide training in gender awareness and sensitivity to police, military personnel, managers of camps for refugees/displaced persons, health workers, teachers and other implementing partners, in accordance with standards of international humanitarian law and international human rights norms; and train relief workers, humanitarian personnel and United Nations peace-keeping personnel involved in facilitating emergency situations in gender issues so that the capacities and contributions of women in crisis situations can be fully realized and their human rights protected (UN/DHA, UNHCR, WFP, UNIFEM, UNITAR, UNESCO, UN/DPKO, CPCJD, WHO).

118. Harmonize operational strategies of the United Nations system, through coordination and consultation, in assessing and addressing physical and mental trauma suffered by women during conflict situations, including through health services, counselling, and rehabilitation (UN/DHA, UNHCR, WFP, UNIFEM, UNICEF, WHO, UN/DPKO).

119. Disseminate information to raise awareness of women's rights in conflict situations; disseminate and monitor the application of the UNHCR guidelines for the protection of refugee and displaced women; and increase services for the security and protection needs of women at the field level, especially with regard to their vulnerability to sexual assault (UN/DHA, UNHCR, WFP, UNIFEM, CPCJD, WHO).

120. Develop networks with research institutions and other entities working on gender issues; identify women's organizations and experts at country level; develop modalities for training and capacity-building for women in conflict and crisis situations; field test health kits for women and include them as part of the health strategy in emergencies (UNICEF, UNESCO, UNHCR, WHO).

121. Establish procedures to screen delivery capacity and include specific contractual arrangements with partners to increase the participation of women in the formulation and delivery of assistance in relief operations, including food distribution and the provision of education, health care and family planning services (UN/DHA, UNHCR, WFP, UNDP, UNIFEM, UNFPA, WHO, UNICEF, UNV, UNESCO, CPCJD).

122. Put in place a programme for the protection and special needs of unaccompanied children and child prisoners and combatants, focusing on the needs of girls in particular, in these situations (UNICEF, UNHCR, UN/DPKO).

(c) Public information and outreach

123. In cooperation with networks of women's non-governmental organizations and other community-based organizations, organize workshops to increase the role and participation of women in conflict prevention and resolution; provide training to promote non-violent forms of conflict resolution among refugees; emphasize new forms of participation available to women in the context of ongoing processes of democratization and the development of a culture of peace; disseminate information on women's vision for conflict prevention and peace-building; provide information to the mass media on the crucial role of women in family survival strategies and in rehabilitation and reconstruction efforts; and raise awareness of the support women need in facing serious disadvantages (UNIFEM, DAW/DPCSD, UNESCO, UNHCR, UNICEF, UN/DHA, WFP, UN/DPI, UNICEF).

F. Women and the economy

Critical area of concern. Inequality in economic structures and policies, in all forms of productive activities and in access to resources

Strategic orientation/focus of United Nations system action

124. The United Nations system has gained considerable experience in this critical area of concern by mobilizing all its means of action, in terms of norms and standards (international labour standards and conventions), research (impact of economic reforms and structural adjustment programmes), advisory services, technical cooperation and information collection and dissemination. During the planning period, the United Nations system will be in a position to promote a comprehensive strategy for enhancing equality for women in the workplace and in employment opportunities and for facilitating the development of women entrepreneurship in all sectors of the economy by enhancing women's access to productive resources, training, technologies, markets and trade.

125. Full use will be made of the collective capacity of the United Nations system to provide gender analysis and policy advice on the impact of global economic issues and sectoral policies and strategies on women, and to offer a platform for Governments, the private sector and non-governmental organizations for promoting linkages between the policy, the institutional and the grass-roots levels and for exchanging experiences and developing networks and cooperation arrangements.

126. Capacity-building activities for relevant institutions and actors in the world of work will contribute to the sustainability of national programmes. Special attention will be given to harmonization of work and family responsibilities within the framework of the International Labour Convention (No. 156) on workers with family responsibilities. Rural women and the economy will continue to be addressed, in view of the increasing feminization and commercialization of agriculture and food security and the need for sustainability.

127. The importance of this critical area of concern was recognized in agreements reached at other recent United Nations conferences and summits, including Agenda 21, 3/ paragraphs 24.3 (f) and (g), 29.7, 30.17, 30.24 and 32.14 (c); the Programme of Action of the International Conference on Population and Development, 5/ paragraphs 4.4 (d) and (g), 4.7, 4.8 and 4.13; and the Programme of Action of the World Summit for Social Development, 7/ paragraphs 53 (c), (f) and (i), 54 (c), 55 (f), 56 and 64 (b), (c) and (e).

Actions to be taken

(a) Information collection and database development

128. Collect, analyse and disseminate data on globalization and changing international work patterns; collect, analyse, maintain a database and disseminate user-friendly information on the needs and realities of women with regard to employment and enterprise development, on new technologies, on work

organization and workplace environments, including the legal framework, and on women in manufacturing; collect and analyse time-use data on sharing family responsibilities between women, men and children; collect data on women in economic decision-making; and develop indicators on women's effective participation in the economy (UNIFEM, INTECH/UNU, INSTRAW, ILO, UNDP, UNIDO, United Nations Statistics Division, DAW/DPCSD, regional commissions, UN/DDSMS, ECLAC).

129. Incorporate gender-specific data into a statistical database on international migration (Population Division/DESIPA).

130. Prepare a trial classification of activities of time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work (United Nations Statistics Division, ILO).

(b) Research and analysis

131. Conduct research on the effects of the internationalization and globalization of economies, including technological change, on men's and women's employment, including changing international work patterns, and publish the findings for use in policy formulation and advocacy; continue research on occupational segregation and on unequal pay for men and women; assess the gender dimension of structural adjustment through country studies; document the impact of policy reforms on women, based on household surveys; conduct case-studies on the role and contribution of female entrepreneurs in the least developed countries; conduct research on women and agriculture and their participation in each subsector of agricultural production to identify the needs of women in each country (ILO, World Bank/WTO/OECD, UNIFEM, UNDP, UNU, ECE, UNCTAD, INTECH/UNU, FAO, UN/DDSMS).

132. Conduct research on the status and economic prospects of female migrants, focusing on international migration, with particular emphasis on the linkages between migration and development, and on gender issues and the family; initiate research on, conduct case-studies and publish relevant policy implications of, gender and export processing zones (EPZs) and special economic zones (SEZs); develop methods and techniques of valuing the unpaid contribution of women and men to society using a combination of time-use and output data (Population Division/DESIPA, DAW/DPCSD, INSTRAW, ILO, ECE, World Bank, ECLAC).

133. Prepare the World Survey on the Role of Women in Development (DAW/DPCSD, in collaboration with other entities).

(c) Operational activities (advisory services, technical assistance and training)

134. Conduct projects to enhance national institutional capacity for the formulation of policies and job creation programmes to improve working conditions, social protection and access to productive resources, with special emphasis on the needs of disadvantaged groups of women workers (ILO).

135. Assist Governments in the formulation of policies highlighting the link between good working conditions, welfare facilities and support for male and

female workers with family responsibilities, and enhanced organizational effectiveness and business efficiency, including adherence to ILO standards and conventions promoting equality of opportunity for women workers, maternity protection and protection of the rights of all workers with family responsibilities and taking into account the informal sector (UNFPA, ILO, UNESCO).

136. Provide assistance to Governments in support of poverty-alleviation efforts designed to improve the economic status of women, in the framework of national policy and legislation and focusing on productive employment generation and poverty alleviation, working conditions and social protection, skill training schemes, especially with respect to managerial, supervisory and high-level positions, and income-generating activities; introduce reproductive health and other population components into existing income-generation activities (ILO, UNFPA, UN/DDSMS).

137. Assist Governments in mobilizing projects to promote functional literacy/numeracy, diversification of skills, savings schemes and institutions, acquisition of land, credit and production of higher valued and marketable products (IFAD/WFP).

138. Continue skills-based literacy programmes for women to promote modern agricultural techniques, access to employment, markets and trades and women's self-reliance and control over earnings; to eliminate employment discrimination; to address gender differences in women's and men's responsibilities in the workplace and at home; and to improve the health status of women (UNESCO, ILO, WHO).

139. Implement an integrated programme for the development and promotion of women entrepreneurship in subsectors of industry, with emphasis on Africa and the least developed countries (UNIDO, ILO, ITC, UNDP, UN/DDSMS).

140. Provide assistance to the small- and medium-scale enterprises sector in mainstreaming women's needs and concerns into extension and support services systems (UNIDO, FAO, IFAD, UNDP, ITC, UN/DDSMS).

141. Mobilize investment funds by promoting investment programmes for women entrepreneurs, in particular in rural areas; provide assistance for income-generating activities and access to credit through cooperative micro-loans (UNIDO, UNDP, World Bank, IFAD, international financial institutions, UNESCO, UN/DDSMS).

142. Provide technical assistance in order to improve the management and technical skills of women managers and entrepreneurs in industry; and disseminate information on technologies and investment opportunities for women entrepreneurs, so as to prepare them for technical and structural changes in the industrial labour market and to increase their competitiveness (UNIDO, ILO, UNESCO, UNDP, World Bank, FAO, IFAD, ITC, UN/DDSMS).

143. Train women in high-level management with a view to increasing the proportion of women in managerial and decision-making positions in industry up to 30 per cent by the year 2010; and strengthen regional and national capacities

to deliver training in the use of new technologies (UNIDO, UNIFEM, ILO, UN/DDSMS).

144. Provide effective service delivery systems to small farm households and strengthen communication systems between communities through the reorientation of the curricula of agricultural and home economic training institutions; emphasize development and provision of technologies for rural women, food security issues and the expansion of rural employment opportunities for women, including agro-industries and rural services in the formal and informal sectors (FAO, IFAD).

145. Provide advice to women's organizations on how to bargain for their rights in the workplace, strengthen women's participation in trade unions and strengthen the capacity of trade unions and employers' organizations with respect to women workers and gender equality issues (UNIFEM, INTECH/UNU, ILO, INSTRAW).

146. Based on existing research and analysis, advise Governments and the private sector on the integration of gender issues in industrial development policies and in manufacturing (UNIDO, regional commissions).

147. Develop skills and leadership training, and disseminate practical training and briefing materials, covering such areas as the agriculture and plantation sector, protection of migrant domestic workers, trade unions and their membership and activities, the conditions of work in various sectors, innovative work policies and programmes, business efficiency and workers' welfare, workers' dignity and equality, sexual harassment, working time, and the promotion of a dialogue between women workers and relevant government bodies and employers so as to influence the level and quality of employment (ILO, UNIFEM, INTECH/UNU).

148. Implement an integrated interregional programme of trade-related technical assistance for women entrepreneurs; and implement projects on trade-related entrepreneurship assistance and development for women in selected countries (ITC, ILO, UNDP).

149. Convene expert meetings, training seminars and high-level meetings on women entrepreneurs' access to markets and on the economic participation of women in selected countries, in order to assess policy requirements and review progress made in adopting and implementing gender-sensitive industrial policies (UNIDO, UNCTAD, regional commissions).

150. Prepare a handbook on women entrepreneurship and the foreign trade sector and on enhancing women's employment (ILO, ITC).

(d) Public information and outreach

151. Distribute resource materials on small enterprise development, such as training manuals and courses in marketing, production methods and bookkeeping; promote international labour standards and enforcement mechanisms to EPZs (UNIFEM, INSTRAW).

152. Promote women's associations and networking through the exchange of information and technical cooperation among developing countries and promote rural women's equality and empowerment by strengthening their organizational capacity through planning, educational and training inputs (FAO, UN/DDSMS).

153. Give Women and Industry Recognition Awards to Governments and industrialists, once every two years (UNIDO).

G. Women in power and decision-making

Critical area of concern. Inequality between men and women in the sharing of power and decision-making at all levels

Strategic orientation/focus of United Nations system action

154. The strategy of the United Nations system in this critical area of concern is based on its ability to collect, analyse and disseminate comprehensive global data and information on women's participation in power and decision-making, to conduct policy research and to identify emerging trends and issues that require policy interventions, in the framework of international instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women. The system, through training, publications, advocacy and technical cooperation projects, can be decisive in supporting positive measures taken by Governments and institutions of civil society to increase the number of women in decision-making positions in all areas, and to encourage women and their organizations to assume such roles.

155. Within its own organizations and operations, the system can assume a leadership role in achieving gender parity in employment, especially in management and decision-making positions.

156. Women's role in power and decision-making is recognized as essential in agreements reached at other United Nations conferences. Reference to women in power and leadership is made in Agenda 21, 3/ chapters 7 and 24; the Vienna Declaration and Programme of Action, 4/ section II, paragraph 43; and the Programme of Action of the International Conference on Population and Development, 5/ chapter IV, section A.

Actions to be taken

(a) Information collection and database development

157. Maintain and continuously update the global database on women in government and women parliamentarians and expand it to include data on women at the subnational governmental level and in international institutions, in collaboration with non-governmental organizations and intergovernmental organizations and develop networks to share and disseminate information (UNESCO, DAW/DPCSD, ECLAC, in collaboration with non-governmental organizations and intergovernmental organizations).

(b) Research and analysis

158. Analyse data and information and prepare policy studies, case-studies and surveys to identify new trends, issues and policy implications related to women's participation in decision-making; document successful approaches to, and examples of, achieving increases in gender parity in power and decision-making, with special emphasis on analysing possible causal links between qualitative and quantitative statistical changes and policy changes; identify barriers limiting women's participation (DAW/DPCSD, ECLAC, INSTRAW, UN/DDSMS, CPCJD).

159. Based on assessments of women's current representation in specific fields, such as science and technology, develop methodologies and guidelines to increase the scientific and technological literacy of women for use in educational and science institutions and by Governments (UNESCO).

160. Within established procedures, monitor, appraise and document the situation of women in the United Nations Secretariat on the basis of the goals set in the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000) as endorsed by the General Assembly in its resolution 49/167 of 23 December 1994, which aims at achieving gender parity by the year 2000; plan, develop and operationalize a human resources database; network with national and international institutions on databases on women; upgrade internal and external rosters of women; improve recruitment strategies, mobility, in-service training and career development; and enforce the goal of gender balance in the new management culture based on managerial accountability and responsibility through performance appraisal of all staff but particularly managers (UN/OHRM).

(c) Operational activities (advisory services, technical assistance and training)

161. Provide technical assistance to Governments in the design and implementation of special temporary measures, including affirmative action programmes, so as to achieve greater participation of women in decision-making (UNIFEM, UNICEF, UNFPA, UNDP, regional commissions, IFAD, CPCJD).

162. Based on existing experience and on new research, develop and widely disseminate training materials and information aimed at remedying women's unequal participation in political decision-making, as well as in management in the world of work, for use by Governments, employers' and workers' organizations and management development and training institutions, and for promotional purposes; expand cooperation with networks of training and management institutions in support of management training for women through advisory services, dissemination of training materials and information exchange; expand pilot projects providing training of trainers; in collaboration with non-governmental organizations conduct training activities and provide advisory services in order to enhance the participation of women in democracies, including their participation in the management of cities (ILO, UNESCO, INSTRAW, UN/DDSMS, CPCJD).

163. Provide support, including funding, information, training and networking facilities, to women and their organizations working in support of women's entry

into political, power and leadership positions, particularly in population and development programmes; establish leadership funds to promote networking and training world wide of women in decision-making positions (UNFPA, UNIFEM, UNICEF, UNDP, World Bank, CPCJD).

164. Establish procedures for assessing and monitoring women's equal participation as decision makers at all levels in programmes and projects supported by the United Nations system; establish procedures and guidelines that specify how women will be given a substantial voice in local decision-making committees on the administration of aid and assets management, and incorporate them in all funding proposals for development and relief operations (UNICEF, UNFPA, UNDP, UNIFEM, IFAD, WHO, WFP).

165. Provide technical assistance for the collection and dissemination of information on policies and regulations dealing with women's economic and political rights at the national level, taking into consideration international norms and standards (UNFPA, UNDP).

166. Conduct gender training for United Nations staff, as well as for partners in Governments and non-governmental organizations, to accelerate capacity-building based on women's equality and empowerment (UNICEF, UNFPA, UNDP, UNIFEM, IFAD, WHO).

167. Complete the manual on collective bargaining and the promotion of equality for use in seminars, workshops and other promotional activities, and disseminate it widely to training and employment institutions (ILO).

168. Throughout the United Nations system, maintain and expand cooperation, advice and information exchange between human resources managers, programme managers and Member States to increase the number of women in managerial and decision-making posts and to achieve targets of gender parity; expand opportunities for women employed within the bodies or agencies of the common system to apply as internal candidates for any vacancies in those bodies or agencies (UN/OHRM).

169. Expand existing mechanisms and develop new mechanisms in human resources management to facilitate women's employment and mobility, including flexi-time, flexi-workplace and other workplace solutions, in order to respond to the realities of women's and men's responsibilities at work and at home; and continue to give priority attention to gender issues at the level of the Administrative Committee on Coordination (UN/OHRM).

(d) Public information and outreach

170. Prepare and disseminate information to raise the awareness of the public at large regarding the importance of increasing women's participation in decision-making (UNIFEM, UNFPA, UNDP, UN/DPI, ECLAC, UNICEF, CPCJD).

H. Institutional mechanisms for the advancement of women

Critical area of concern. Insufficient mechanisms at all levels to promote the advancement of women

Strategic orientation/focus of United Nations system action

171. The United Nations system is uniquely placed to improve, disseminate and analyse gender-disaggregated statistics and information and to develop socio-economic indicators to monitor the interrelated mandates of the recent global United Nations conferences. The international statistical system gives high priority to the development and expansion of a common data system to provide uniform, reliable international statistics and statistical standards in the economic and social fields. The United Nations biennial population estimates and projections by age and sex are used throughout the world and provide the basis for many of the gender statistics produced throughout the United Nations system in specific fields.

172. Work during the period 1996-2001 will continue to be carried out within the conceptual and organizational frameworks for statistics established by the United Nations system. It will focus on improving concepts and methods, on establishing more effective systems of collecting data on women and men in all fields, on widening the dissemination and use of the substantial data already available in various user-oriented outputs, and on training. The system will also promote a dialogue between users and producers of data on needs, priorities and applications, with the goal of strengthening policy-making, planning and monitoring at the national, regional and international levels, based on reliable and comprehensive statistical information.

173. Through support for national machinery for the advancement of women and statistical offices, such as the provision of information, networking opportunities and training, the United Nations system can play a unique role in strengthening the ability and catalytic role of such machinery in the integration of a gender perspective in all types of government action at the national level.

174. The importance of mechanisms for the advancement of women is recognized as essential in agreements reached at other international conferences, including Agenda 21, 3/ chapters 5 section B, 8 and 24; the Vienna Declaration and Programme of Action, 4/ section II, paragraph 3; and the Programme of Action of the International Conference on Population and Development, 5/ chapter XII, sections A and B.

Actions to be taken

(a) Information collection and database development

175. Review existing systems of data collection on women and men, identify gaps, and establish more effective systems of collecting data on women and men in all fields; focus on improving statistics, for women and men, on income and poverty, employment, wages, industry and, in the area of health, on morbidity; develop integrated statistics on rural income, production and access to resources and

services, access to and control of land/property and human settlements development, disaggregated by sex, based on household and agricultural surveys; develop methods for measuring and valuing unremunerated work that is outside national accounts for reflection in satellite accounts; continue to monitor trends in fertility and contraceptive use, trends with respect to gender differences in mortality, and trends in development, population, employment, health and education (United Nations Statistics Division, Population Division/DESIPA, DAW/DPCSD, ECE, ESCAP, ECLAC, ESCWA, UNDP, UNFPA, UNICEF, UNIFEM, UNHCR, INSTRAW, ILO, FAO, UNESCO, UNIDO, WPF, UNCHS, WHO).

176. Conduct censuses, demographic health surveys and data collection activities and ensure that data are disaggregated by gender (UNFPA, United Nations Statistics Division, ECE, UNDP, UNICEF, World Bank, WHO).

177. Maintain, expand and disseminate regularly to Governments, non-governmental organizations and other interested entities, directories of national machinery on the advancement of women: expand networking structures among national machinery, non-governmental organizations and the United Nations system; and prepare newsletters on the current work of the United Nations system on the advancement of women, for dissemination to such machinery and to the non-governmental community (DAW/DPCSD, in cooperation with the United Nations system).

(b) Research and analysis

178. Develop indicators and measurements that can be used at the regional and national levels to monitor changes in the status of women and to assess women's participation, especially in the labour force, as well as indicators and measurements related to women's empowerment (United Nations Statistics Division, DAW/DPCSD, UNFPA, ECE, ECLAC, ESCWA).

179. Develop new in-depth qualitative and quantitative methodologies for collecting data on the socialization of boys and girls by supporting socio-cultural research on gender roles in family planning decision-making and child rearing (UNFPA, UNICEF).

180. Study national machineries for the advancement of women and facilitate networking and cooperation among them (DAW/DPCSD), and publish up-to-date information on national machinery (ECLAC).

(c) Operational activities (advisory services, technical assistance, and training)

181. Provide technical assistance, including training, on the collection, use and dissemination of data on men and women, including time-use data, to Governments, especially national machinery and national statistical services with an emphasis on ensuring that all data are collected and analysed disaggregated by sex; and on improving cooperation between such institutions, and between national machineries on women and other government entities; provide training to planners, parliamentarians and community leaders on the use of gender-disaggregated statistics (UNESCO, UNFPA, UNICEF, ECE, ECLAC, United

Nations Statistics Division, Centre for Human Rights, INSTRAW, UNCHS, FAO, WHO, ESCWA).

182. Widen the dissemination and use of the substantial data already available in an international user-oriented database and other outputs based on it through the establishment and strengthening of networks of producers and users of statistical data on men and women, including national machinery, non-governmental organizations, women's groups and educational and research institutions; expand the electronic dissemination of statistical data via the Internet and by other means; expand the distribution of population information through the Internet-based POPIN programme (United Nations Statistics Division, Population Division/DESIPA, in cooperation with other entities).

183. Provide support, including funding and technical assistance, at all levels (national, regional, global) for building and updating databases on women; provide technical assistance, including training, to Governments in order to ensure that censuses and surveys are so designed as to produce the data necessary for gender-sensitive policy making and planning, including data regarding female heads of households, female participation in the labour force, women's changing domestic and occupational roles and the impact on maternity, women's participation in agriculture and related fields, women's paid and unpaid work, and on measuring gender inequalities in the labour market, such as wage differentials and job segregation (ILO, FAO, UNFPA, WHO, ECLAC).

I. Human rights of women

Critical area of concern. Lack of respect for and inadequate promotion and protection of the human rights of women

Strategic orientation/focus of United Nations system action

184. The strategy of the United Nations system in this critical area of concern is determined by its ability to promote and to advocate women's full and equal enjoyment of all human rights and fundamental freedoms, based on the Convention on the Elimination of All Forms of Discrimination against Women and other international human rights instruments. The system will highlight gender-based differences in women's enjoyment of their human rights, and will advocate a rights-based approach to the advancement of women in such areas as employment, education, violence against women, and health including reproduction. It will draw from experience resulting from policy research, information collection, and support of the work of intergovernmental bodies, expert bodies, special rapporteurs and other mechanisms entrusted with the promotion and protection of human rights.

185. The system is uniquely placed to collect and disseminate information on gender-specific aspects of the enjoyment by women of their human rights and to conduct policy studies and analyses. It can identify and document areas of progress and highlight areas in need of further conceptual development and practical improvement. It is uniquely placed to raise awareness about the human rights of women through a policy dialogue with, and technical advice to, member States, and through practical support for non-governmental organizations active

in this area. Given the crucial importance of women's human rights to the development process, the system is called upon to incorporate such considerations in its development activities.

186. The importance of this critical area of concern was recognized in agreements reached at other international conferences and summits, including Agenda 21, 3/ chapter 24; the Vienna Declaration and Programme of Action, 4/ section I, paragraph 18, and section II.B.3; the Programme of Action of the International Conference on Population and Development, 5/ chapter IV, section A; and the Programme of Action of the World Summit for Social Development, 7/ chapter IV, section B.

Actions to be taken

(a) Information collection and database development

187. Based on reports submitted to international human rights treaty bodies and other government reports, and on information gathered by special rapporteurs and other human rights mechanisms, by non-governmental organizations and by United Nations field operations, among others, maintain and expand networks of databases on the human rights of women and disseminate and make available such information to interested users (DAW/DPCSD, ILO, UNESCO, Centre for Human Rights, CPCJD, WHO).

(b) Research and analysis

188. Based on existing international norms and standards, conduct policy research on and prepare analyses of the enjoyment by women of their human rights - that is, their political, civil, economic, social and cultural rights and the right to development - for use by intergovernmental and expert mechanisms; develop indicators and methodologies for evaluating women's enjoyment of all their human rights, as well as for evaluating violations of the human rights of women, to ensure that full, equal and sustained attention is being paid to the human rights of women by all human rights mechanisms and in all United Nations system-supported development activities and country programming, and conduct evaluations of such activities; review and assess women's use of international procedures for the protection of human rights; and identify ways and means to improve women's access to and use of existing and new procedures (DAW/DPCSD, ILO, UNESCO, UNDP, UNFPA, UNIFEM, UNICEF, Centre for Human Rights, INSTRAW, CPCJD, WHO, ECLAC).

(c) Operational activities (advisory services, technical assistance and training)

189. Provide training and exchange information on training activities; arrange for the exchange of expertise to increase awareness about women's rights, and improve the capacity of policy makers, researchers and advocates for women's rights to monitor implementation at the national level of international human rights instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women and ILO conventions, and to advocate for the universal ratification of the Convention on the Elimination of All Forms of Discrimination against Women and the adoption of an optional protocol thereto

(DAW/DPCSD, UNESCO, UNIFEM, UNFPA, UNITAR, ILO, Centre for Human Rights, UN/DHA, CPCJD, WHO).

190. Provide training and advisory services to government officials and policy makers, employers' and workers' organizations and the judiciary, on the Convention on the Elimination of All Forms of Discrimination against Women, ILO conventions and other international instruments of particular relevance to women, the incorporation of their principles into national legislation and policy, their reporting procedures, international complaints procedures, and their specific relevance for the protection of women's human rights (DAW/DPCSD, Centre for Human Rights, ILO, UNESCO, CPCJD, WHO).

191. Provide technical cooperation to Governments in building up or strengthening the capacity of national human rights mechanisms to protect and promote the human rights of women and the elaboration of national policies, in cooperation with national machinery for the advancement of women (Centre for Human Rights, DAW/DPCSD, CPCJD).

192. Provide to representatives of non-governmental organizations and of women's groups information and training on women's legal literacy, including international norms and standards, complaints procedures and national laws and regulations, so as to raise awareness of the human rights of women (Centre for Human Rights, UNV, UNIFEM, DAW/DPCSD, UNHCR, CPCJD, WHO, UNICEF).

(d) Public information and outreach

193. Establish new and expand existing cooperation within the United Nations system through regular information exchange, funding of projects and joint programming, in support of the work of international human rights treaty bodies, especially the Committee on the Elimination of Discrimination against Women; extend such cooperation to include non-governmental organizations active in this field (DAW/DPCSD, Centre for Human Rights, UNICEF, UNESCO, UNDP, UNIFEM, UN/DHA, UNHCR, CPCJD, WHO, ECLAC).

194. Prepare information material to sensitize judges, social partners, health workers and others to ways of dealing with equality issues, such as equal remuneration for work of equal value, sexual harassment in the workplace, violence against women, equal rights to land/property and so forth (ILO, WHO, CPCJD, UNCHS, WHO).

195. Prepare and disseminate information to increase women's legal literacy, covering international legal instruments, international refugee law and local laws, policies and regulations that deal with their rights and responsibilities, including rights and responsibilities related to family life and reproductive health (UNHCR, UNFPA, UNESCO, WHO, CPCJD, UN/DPI, UNICEF).

196. Distribute widely training packages and multimedia information kits on women workers' rights, on harmful practices such as female genital mutilation, and on violence against women (ILO, UNICEF, UNHCR, WHO).

197. Develop and disseminate popular versions of the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination

against Women, as well as information materials on selected topics, to show the relationship and mutual support of these human rights treaties; and convene meetings between the Committee on the Rights of the Child and the Committee on the Elimination of Discrimination against Women to share experiences and develop mechanisms for cooperation (DAW/DPCSD, UN/DPI, UNICEF).

198. Provide information and training to non-governmental organizations active in promoting women's human rights, and establish networking procedures between non-governmental organizations and human rights treaty bodies, such as the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child; establish networks at the country level between United Nations agencies and non-governmental organizations working for women's and children's rights (DAW/DPCSD, UNICEF, Centre for Human Rights, UNDP, UNIFEM, UNESCO).

199. In the framework of the United Nations Decade for Human Rights Education, prepare and disseminate information on gender aspects of the Decade and its goals (Centre for Human Rights, UNESCO).

J. Women and the media

Critical area of concern. Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media

Strategic orientation/focus of United Nations system action

200. The United Nations system's primary contribution in this critical area of concern relates to advocacy and training. Efforts will be made to create awareness of the stereotyping of women and inequality in women's access to and participation in all communication systems. The United Nations will further develop collaborative efforts for effective use of electronic networks to link women, non-governmental organizations and the United Nations around the world through information dissemination and interactive communication, including the development of guides on women and the Internet. Technical cooperation and advisory services will be employed to build up national capacity to undertake information and media activities and to maximize the use of radio by women. Training programmes for journalists, as well as seminars, expert group meetings and other activities for media practitioners will give special attention to equal participation of women. Renewed efforts will be made by all entities to expand their contacts with the media and to ensure that issues of women's human rights, gender in development and other information pertinent to women's issues are widely disseminated and better understood by the public at large.

201. The United Nations system will continue to develop fruitful collaboration with the media and help to build up national capacity to undertake information and media activities. Through global news media at the international level, information programmes, for instance on population issues, have heightened awareness of those issues in specific countries, especially as they relate to gender equity, equality and empowerment.

202. The importance of women and the media is recognized in agreements reached at other recent United Nations conferences and summits, including Agenda 21, 3/ paragraphs 24.3 (i) and 36.10 (k); and the Programme of Action of the International Conference on Population and Development, 5/ paragraph 11.16.

Actions to be taken

(a) Research and analysis

203. Conduct research on how to use new information and communication technologies as tools to promote and change the portrayal of women in society; prepare a publication on women and the information revolution (DAW/DPCSD, INSTRAW).

(b) Operational activities (advisory services, technical assistance and training)

204. Within regular training programmes for journalists, as well as seminars, round tables and other activities organized for media practitioners, give special attention to ensuring the equal participation of women (UN/DPI).

205. Provide training to women's organizations on the use of electronic communications; prepare a training manual and conduct training seminars using new information and communication technologies as tools to promote and change the portrayal of women in society through expanding their possibilities for networking; strengthen national capacity in information sharing and advocacy; prepare training packages for broadcasters aimed at changing the portrayal of and at promoting the roles of girl children and women in society and recognize their work (DAW/DPCSD, UNDP, UNESCO, INSTRAW).

206. Provide technical assistance to and strengthen cooperation between Governments and non-governmental organizations, as well as between Governments, for capacity-building and sensitization, so as to achieve women's equality as citizens in a framework of plurality and diversity (ECLAC).

207. Provide assistance in setting up rural community radio stations designed for women and run by women in selected least developed countries; and publish and widely disseminate a case-study on experience gained (UNESCO).

(c) Public information and outreach

208. Formulate and implement a multimedia communications strategy targeting media in all regions of the world to promote a positive, balanced and non-stereotyped portrayal of women; publicize the work of the United Nations for the advancement of women, as well as the critical areas of concern and proposed actions for implementing the Platform for Action (UN/DPI, DAW/DPCSD, CPCJD).

209. Use advocacy, public information and media contacts to ensure that gender-in-development issues, in general, and the critical areas of concern in the Platform for Action, in particular, are better understood by the public at large (UNIFEM, UN/DPI, DAW/DPCSD, UNICEF, CPCJD).

210. Develop WomenWatch, a World Wide Web home page to link the United Nations and its activities for women with non-governmental organizations, academics and other users of the Internet; and develop a navigational guide to information on global activities for women on the Internet (DAW/DPCSD, UNIFEM, INSTRAW, UN/DPI).

211. Publicize action strategies on women's access to expression and decision-making in the media; support regional initiatives to achieve the twofold objective of promoting equal access to expression and decision-making in and through the media and a more diversified portrayal of women (UNESCO, UN/DPI, CPCJD).

212. Provide news releases and hold media seminars on women's empowerment, and assist news organizations to prepare and provide coverage of gender issues in the context of population and development and of women and rural development in news stories, features for radio and television and so forth (UNFPA, UN/DPI, DAW/DPCSD, FAO).

K. Women and the environment

Critical area of concern. Gender inequalities in the management of natural resources and in the safeguarding of the environment

Strategic orientation/focus of United Nations system action

213. The United Nations system is strategically placed to provide information, and data, methodologies and technical and legal expertise to ensure that women participate in environmental protection and that gender concerns are reflected in policy formulation and environmental decision-making. Through its operations at the regional and country levels, the United Nations system provides financial assistance, technology transfer, capacity-building and education and training in the field of environmental management and protection from a gender perspective, based on a holistic, interdisciplinary and cross-sectoral approach to many sectoral environmental issues. It will continue to stress the link between women in the various aspects of environmental degradation and sustainability while promoting macro policy in support of women's actions at different levels.

214. Women's roles, skills and responsibilities as users, managers and protectors of the natural resource base, especially in the fields of energy, water supply, sanitation, waste management, small-scale mining, habitat and farming, will be highlighted through research and data collection. Operational activities will be directed towards strengthening these skills. Attention will be paid to the importance of the active involvement of women in economic and political decision-making.

215. The system will undertake training and research on the relationship between population growth and distribution and on environmental degradation and poverty, for example. It will supply new information on the development and transfer of technology, advocate for women's increased role in environmental programmes in

urban and rural areas, and address itself to early warning to reduce the cost of environmental disasters across national boundaries.

216. The importance of this critical area of concern is recognized in other agreements reached at recent United Nations conferences and summits, including Agenda 21, 3/ chapters 5, section B, 10-14, 17-21, 24-26, 28 and 31-34.

Actions to be taken

(a) Research and analysis

217. Undertake policy-relevant research on the interaction between the capacity and sustainability of agricultural lands from a gender perspective; on the relationship between population growth and distribution, environmental degradation and poverty; on poverty, household food security and gender in relation to women's role in natural resource management; on women's role in environmental programmes and biodiversity, and on increasing the use of women's indigenous knowledge; on energy with particular reference to gender issues associated with energy production and consumption; and on strengthening women's participation in environmental decision-making (UNFPA, IFAD, FAO, INSTRAW, ECLAC, DPCSD).

218. Analyse the impact of environmental problems and of urban-rural migration and linkages on women's livelihoods and the well-being of their families, including the relationships between population policies and practices and environmental sustainability with attention to rural women's potential and actual management roles in biodiversity and sustainable resource use (FAO, UNEP).

219. Document good practices, innovative models and success stories with respect to assisting women in improving their living and working environment, to the adoption of sound environmental technologies and to women's role in maintaining sustainable urban environments under conditions of globalization and rapid urbanization, and propose ways of assisting them in that role (UNIFEM, UNEP/UNCHS, World Bank, UNDP, UNESCO, DPCSD).

(b) Operational activities (advisory services, technical assistance and training)

220. Continue work on renewable energy sources, notably solar energy, geared towards women, especially poor women, as users; facilitate women's access to water resources through the development and extension of appropriate techniques; introduce a gender perspective in the transdisciplinary project on environment, population and development (UNESCO, UN/DDSMS, ECLAC, UNICEF).

221. Develop women-specific programmes and activities in terms of transfer and development of cleaner and energy-saving technologies; provide technical information and advice in the implementation of a programme launched to support national cleaner production centres (NCPCs) and train industry and government professionals; integrate a gender-based approach in the outreach and supply of information to women as managers of enterprises and as consumers; monitor the

use of environmentally sound and sustainable technologies for women entrepreneurs and female operators in industries (UNIDO, UNEP).

222. Provide technical assistance to increase mutual sharing and exchange of expertise among Governments, international organizations, United Nations agencies and non-governmental organizations involved in gender and environment in order to incorporate a gender perspective and to increase women's participation in environmental decision-making, planning and programmes; provide support to women's organizations and networks that work on environmental issues; develop global and regional networks on gender and environment (ECLAC, UNIFEM, UNEP, FAO, INSTRAW, UN/DDSMS, WHO).

223. Develop and implement gender impact assessment criteria and initiate a process of gender-sensitization through gender training, regional consultations and the development of manuals; organize training courses and workshops for environmental extension trainers and administrators; increase women's opportunities to benefit from the design, development and implementation of training programmes on natural resource management and environmental negotiations (UNEP, FAO, UNITAR, UN/DDSMS).

224. Produce and disseminate technical guidelines and training materials for expanding women's role and enhancing their capacity in the conservation and regeneration of the environment, including the urban environment; produce, disseminate and promote the use of materials for research, training and information on issues related to women, health and the environment; promote applied and participatory research, focusing on preventive methods and mitigating strategies, and develop methods and indicators to address issues related to women, health and the environment (UNIFEM, UNEP, FAO, UNCHS, UNV, UN/DDSMS, WHO).

225. Update and disseminate widely training packages on "Women, environmental management and sustainable development", "Women, water supply and waste management", and "Women and new and renewable sources of energy" to policy makers and environmental advocates and organize training courses on those topics (ILO International Training Centre (Turin), INSTRAW, UN/DDSMS).

(c) Public information and outreach

226. Develop gender-sensitized environmental management actions at the local, national, regional and international levels by publicizing the good practices gathered from women's success stories; provide outreach and support to women's groups for activities in the area of gender and the environment (UNEP, DAW/DPCSD).

227. Create awareness among policy makers of women's role in the conservation and regeneration of natural resources, including access to the required legal, scientific and technological means, and of their participation in environmental research by documenting and promoting women's indigenous knowledge base; advocate the increase of women's participation and their perspectives in environment, science and technology research, policy and programmes, and more ethical science and technology (UNIFEM, DAW/DPCSD, UNEP, Division for Science and Technology/UNCTAD, ECE, UNICEF).

L. The girl child

Critical area of concern. Persistent discrimination against and violation of the rights of the girl child

Strategic orientation/focus of United Nations system action

228. Since the late 1980s, the United Nations system has stimulated policy actions in favour of girls and encouraged action programmes in health, nutrition and education specifically targeted at the elimination of gender-based disparities. Often the first step was the systematic collection and analysis of gender-disaggregated data on demographic and social indicators of health, education and nutrition at the national, regional and subnational levels, which helped to identify problem areas, such as the adverse health and nutritional status of the girl child and factors inhibiting the enrolment and retention of girls in school.

229. Action by the United Nations system in this area will take into account both the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women. It will give priority to girls' education, adolescent girls' and women's health, children's rights and women's rights. It will integrate responsiveness to girls into technical assistance and advisory services using a life-cycle approach and a gender equality and empowerment framework that includes accountability mechanisms. It will develop indicators and methods for disaggregating information by gender and age. Active support will be given to partnership with and outreach to non-governmental organizations, women's groups and youth groups to ensure that the voices of girls and young women are heard. Notably there is overlap in the actions to be taken with actions proposed under other sections of the Platform for Action, particularly those related to education, health and human rights.

230. The elimination of child labour has constituted a major focus of the United Nations system. This has been covered in terms of relevant international labour standards, technical assistance projects, studies, technical advisory services, seminars, publications, provision of training materials and guidelines and dissemination of information.

231. The importance of this critical area of concern is recognized in agreements reached at other United Nations conferences and summits, including the Plan of Action for Implementing the World Declaration on the Survival, Protection and Development of Children in the 1990s, 10/ adopted by the World Summit for Children (New York, September 1990), the Vienna Declaration and programme of Action, 4/ section II.B.4; and the Programme of Action of the International Conference on Population and Development, 5/ chapter IV, section B.

Actions to be taken

(a) Information collection and database development

232. Collect data from national institutions, United Nations agencies, non-governmental organizations and data resulting from consideration of States parties reports; and supply and exchange information relating to the human

rights situation of the girl child in the framework of the Convention on the Rights of the Child (Centre for Human Rights).

(b) Research and analysis

233. Undertake policy-oriented research on and analysis of, among other things, the impact of girl child labour on women's development prospects, using demographic and social development data disaggregated by sex and age as well as gender-sensitive monitoring of programmes; update information on the health impact of sex discrimination in childhood and identify strategies to address this (UNICEF, WHO, INSTRAW).

234. Analyse gender differences in child mortality, with special attention to excess female mortality; analyse adolescents' reproductive health, nuptiality and entry into reproductive life; review and revise technical aspects of population estimates and projections in order to take better account of recent changes in the sex ratio at birth, which has been documented in several countries in relation to prenatal sex selection (Population Division/DESIPA).

235. In the World Population Monitoring Report, include a focus in 1996 on adolescents' reproductive health and entry into reproductive life; in 1998, on gender differences in child health and mortality; and in 1999, on gender differences in education in relation to population and development (Population Division/DESIPA, with collaboration of UNFPA, WHO, UNICEF and UNESCO).

(c) Operational activities (advisory services, technical assistance and training)

236. Assist Governments in the design of programmes to promote the education of girls and the achievement of female education goals, with particular attention to primary and secondary education of girls, and girls' access to and the quality of such education, by focusing on quality education, female teachers, flexible schedules, incentive programmes for girls' education and female extension workers, skills training, extracurricular activities, and employment, career development and equal remuneration opportunities for young women; focus on education of parents as part of population and family life education programmes; provide advice on the revision of school curricula and teaching materials as part of education reform and on the provision of population and family life education in schools; and prepare gender-sensitivity training materials for educators (UNESCO, UNICEF, UNFPA, ILO, ECLAC, CPCJD).

237. Implement actions relating to the health and nutrition of girls, including during the reproductive years, and promote better nutrition for the infant and the girl child in view of the effects of nutritional deficiencies on physical development (UNICEF, UNFPA, WHO, UNESCO).

238. Provide training and other support to Governments in preventing violence against girls, in enforcing legislation, in ending traditional practices that are harmful to the health of women and girls, such as female genital mutilation, discriminatory nutrition practices based on sex, pre-natal sex selection and child marriage, and in developing counselling and age-appropriate education programmes for girls, both before and after they are affected as victims of

violence; work with non-governmental organizations, community-based organizations and religious institutions to eliminate such practices (UNICEF, Centre for Human Rights, ILO, UNFPA, WHO, UNHCR, CPCJD).

239. Provide guidance to countries in integrating girl-specific components in their policies and programmes regarding child labour and in the mainstreaming of child labour issues into social and economic development policies, plans and budgets; focus on protection of children from forced work or work in hazardous working conditions; cooperation and social alliances between the different social groups; enforcement of relevant legislation; awareness-raising; education and training; and institutional capacity-building; develop trade union capacity and action to deal with child labour; continue the major global initiative of assistance to eradicate child labour, namely the International Programme on the Elimination of Child Labour (UNICEF, ILO).

240. Based on existing and new research and data, develop practical guidelines for a redefinition in the sharing of responsibilities between women, men, boys and girls in the family and in society for use by non-governmental organizations and community-based organizations and in leadership training (UNICEF, UNDP, UNIFEM, UNFPA, IFAD).

(d) Public information and outreach

241. Disseminate information about the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women and the ILO standards for the protection of working children and provision of health, education and continuous training in order to promote the ratification and implementation of both conventions, with specific reference to discrimination against girls from 0-18 years; and disseminate the recommendations of intergovernmental and treaty bodies and special rapporteurs (UNICEF, Centre for Human Rights, ILO, DAW/DPCSD, UNDP).

242. Disseminate information to create a positive environment for the development of girls and the elimination of cultural attitudes and practices harmful to girls, including relating to self-esteem of girls, awareness-raising among girls, extensive social mobilization, communication and education for change in attitudes, values and behaviour in the family, community and society; undertake activities to create awareness and underscore the "value" of the girl child and the need to eliminate all discriminatory practices (e.g., differential access to the resources of the household, etc.) (UNICEF, UNFPA, WHO, UNESCO, UN/DPI, Centre for Human Rights, DAW/DPCSD, CPCJD).

243. Advocate the enforcement of existing laws, such as those relating to the minimum age at marriage for girls, and the provision of reproductive health information and services for girls; encourage Governments to enact and enforce legislation prohibiting female genital mutilation (UNFPA, WHO, Centre for Human Rights, UNICEF, DAW/DPCSD).

II. INSTITUTIONAL AND FINANCIAL ARRANGEMENTS FOR IMPLEMENTING THE BEIJING DECLARATION AND PLATFORM FOR ACTION

244. In chapters V and VI of the Platform for Action, recommendations are made on institutional and financial arrangements for implementing the Platform. The present section of the system-wide medium-term plan for the advancement of women, 1996-2001 identifies some of the steps being taken by the United Nations system to increase its capacity to implement the Platform for Action and related mandates, including mandates from other major global conferences. It is in the area of institutional capacity-building and innovative resource mobilization for gender-responsive programming that some of the most notable advances are expected to take place during the coming years.

245. During the United Nations Decade for Women (1976-1985) and during the period since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women (Nairobi, July 1985), the United Nations system examined the dimensions of its work related to women's advancement and began to develop policies and programmes to better integrate women's issues into work programmes. The result was increased commitment to women in development approaches in terms of activities targeted towards women. The major weakness of such efforts in the past was that those efforts remained fairly marginal and resources were extremely limited. Moreover, not all entities had focal points on women or explicit policies and programmes to address women's issues.

246. More recently, changes have occurred to broaden the application of a gender perspective in policy, programming, budgeting and staff training. As a result of recent United Nations conferences and summits, in particular the Fourth World Conference on Women (Beijing, September 1995), and the conceptual shift towards a gender perspective, the United Nations system has been expected to integrate a gender perspective into its strategies and activities. In fact, the Platform for Action contains a so-called "mainstreaming paragraph" in each critical area of concern. This calls upon Governments and other actors to promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively (see Platform for Action, paras. 57, 79, 105, 123, 141, 164, 189, 202, 229, 238, 252 and 273). 2/ This includes efforts to ensure the enjoyment by women of their human rights and the implementation of international norms and standards on women's equality and empowerment.

247. The present system-wide plan is intended to help move a gender perspective from the intergovernmental agenda of the United Nations into the mainstream of the work of the United Nations system.

248. Prior to the Beijing Conference, coordination of United Nations system-wide activities centred on the ad hoc inter-agency meetings on women, held under the auspices of ACC. Coordination was also undertaken by the Joint Consultative Group on Policy (JCGP). These efforts helped to sustain a degree of consistency and commitment at the working level and offered a forum for developing joint activities. As a result of the ad hoc inter-agency meetings, inputs were made into the work of the Commission on the Status of Women on a regular basis and annually to the Organizational Committee of ACC, highlighting areas of cooperation and linking operational programmes, research, public information,

advocacy, overall policy formulation and the development of international norms and standards.

249. As regards the capacity of organizations to integrate women's issues into their work programmes, some entities supported women's focal points and advisers. Overall, however, staff advocating for women's equality and advancement were few in number. While gender training for staff was initiated in some entities, a large number of staff of the United Nations system were not exposed to information and techniques that would enable them to integrate gender into their daily work. Moreover, impact analysis was sorely lacking and little concrete evidence was collected on the cost of gender-responsive programming.

250. This past experience now forms the basis for future institutional development and financing of gender-sensitive programmes and is the starting-point for preparation of the present system-wide plan.

A. Institutional arrangements

251. In preparing for the Fourth World Conference on Women (Beijing, September 1995), a number of agencies undertook evaluations of their policies on women and gender issues, developing in some cases improved gender-sensitive guidelines and indicators for monitoring and evaluating and, in some cases, revising their broader strategies to include specific attention to women as important actors in the development process. This growing interest in the gender dimension of development was partly a result of the intensive lobbying by women's non-governmental organizations at global United Nations conferences. Particularly since 1990, gender issues have become part of international policies on environment, human rights, population and social development as agreed at those conferences.

252. Policy research and reports to intergovernmental bodies are increasingly required to include a gender perspective, based on data and statistics that are disaggregated by sex, and reflect a gender analysis of issues. To support this work, the capacity of the United Nations to support research and policy analysis will be strengthened. Specialized agencies, funds and programmes will also undertake greater integration of gender in research and analysis.

253. In response to the adoption of the Platform for Action, several more agencies are revising their earlier policies and workplans on women. Others will seek to obtain new legislative mandates, or the refocusing of existing mandates, to reflect the outcome of the Fourth World Conference on Women.

254. United Nations system-wide coordination arrangements will be enhanced for follow-up to the Beijing Conference. The Secretary-General, pursuant to the Platform for Action, has designated a senior official in his office to serve as an adviser on gender issues to monitor progress and to serve as a catalyst for change.

255. In a letter to members of ACC, the Secretary-General proposed the establishment of an inter-agency committee reporting to ACC that would address in a comprehensive way all aspects of the implementation of the Platform for

Action that were within the purview of the system, and would interact closely with the new task forces and the consultative committees of ACC. The Committee would be chaired by the Secretary-General's Special Adviser on Gender Issues. The work of JCGP in this area will continue. Coordination of gender statistics will be assured by the ACC Subcommittee on Statistical Activities and by the United Nations Statistics Division. The Joint United Nations Information Committee will also continue to promote women's advancement through its activities.

256. A particular role falls on the regional commissions in facilitating cooperation for the monitoring and implementation of the Platform for Action at the regional level in conjunction with the implementation of the regional plans and platforms for action adopted at the five regional preparatory meetings for the Beijing Conference. This is being done, inter alia, through inter-agency consultations among regional entities of the United Nations system and other regional and subregional organizations involved in women's and gender issues. It is also expected that regional follow-up will be discussed during the consultative meetings of the regional representatives of ACC members, following the initiative of the Secretary-General, who has requested the executive secretaries of the regional commissions to convene such meetings in order to facilitate a dialogue on the requirements and conditions for improved coordination at the regional level.

257. The role of the resident coordinators in supporting integrated follow-up to all United Nations conferences and summits will also be strengthened. A number of agencies have concluded, or are planning to conclude, memoranda of understanding to emphasize unique collaborative relationships and/or to define joint and individual responsibilities in specific issue areas.

258. At the programme level, United Nations entities are developing special measures and tools to increase women's participation in programmes and benefits from programme results. Development of strategic frameworks to integrate gender into operational practices and policies is being stepped up in key agencies. In a few organizations, country offices and headquarters divisions have been asked to develop measurable indicators for monitoring progress in carrying out gender-based policies.

259. Staff, including national programme officers, have participated in gender training to create gender awareness, in particular, staff are being encouraged to make the strategic and analytical shift from a narrow women-in-development approach to a broader gender focus. Greater emphasis will be given to empowerment of women to increase women's control over their lives and to increase the ability of women to influence the direction of society.

260. A number of agencies are developing gender training materials, flexible guidelines and trainers' guides for use in in-country training and for regional application. Institutional capacity to provide gender training is also being developed. One aim is to take women's issues fully into account throughout the entire cycle of development cooperation and throughout the design, implementation, monitoring and evaluation phases of technical cooperation. While these efforts to offer gender training are agency specific, several

entities are considering ways to offer gender training services on a cost-effective basis.

261. Perhaps the area most in need of development is that of accountability. Methodologies for greater accountability will be evolved as part of monitoring, including tools for greater financial accountability, development of common approaches, impact analysis and extension of monitoring and accountability mechanisms to the field level. Accountability systems that facilitate country-level initiatives to eliminate gender discrimination are being developed, particularly by funding agencies.

262. With the aim of providing high-quality technical support services to countries, some agencies have identified focal points on gender in their country teams and geographical divisions to monitor the mainstreaming of gender issues at the national and regional levels, as well as at the global level. Technical cooperation specialists on gender issues will be provided by specialized funds and programmes to provide technical backstopping to other entities in the system and to the network of resident coordinators that provides technical assistance to developing countries and countries in transition.

263. Efforts are being made to field more women in projects and other United Nations activities at the field level, including those related to conflict resolution, peacemaking and peace-keeping.

264. System-wide outreach to non-governmental organizations and the private sector to facilitate increased participation by women and advocates for women's equality is expected to increase during the coming period as an effective means of improving the impact of activities and ensuring sustainability. The new emphasis on partnership with non-governmental organizations and with international, regional and national networks to increase the involvement of women as contributors to, and beneficiaries of, economic, social and political development will be continued. New partnerships will be forged with emerging groups, such as youth non-governmental organizations, and with mainstream human rights organizations. Linkages with grass-roots groups will be encouraged to strengthen their role in the development process. The role of the private sector will be explored and links with the donor community strengthened. A few agencies have even budgeted for such coordination activities.

265. Joint information activities on women's issues will be coordinated under the auspices of the Joint United Nations Information Committee. Publication programmes will document and disseminate the results of research and the experience and expertise of the United Nations system to policy makers, development practitioners, women's organizations and academicians. A proposal for a joint World Wide Web site to promote the use of new information technologies by women and to improve the global outreach of information on women's empowerment and advancement is being developed with a view to increasing the capacity of core entities dealing with women's issues to use the electronic networks more cost-effectively. In a second phase, consideration will be given to expanding the site to other entities of the United Nations system.

266. A strong commitment to integrated follow-up to the cycle of major United Nations conferences promises to result in the streamlining of work programmes.

Efforts to reduce reporting burdens on countries and to rationalize procedures will be explored. Guidelines to facilitate coordination at the field level will be further developed, tested and finalized. The United Nations system will aim at ensuring that gender issues are reflected in the inputs to the United Nations Conference on Human Settlements (Habitat II) and the World Conference on the Commercial Exploitation of Children, taking into consideration past experience with global conferences as a means of mobilizing public opinion and outlining strategies for action.

267. Accountability for gender parity is increasingly becoming part of career management systems in the Secretariat and the more proactive agencies. Managers in some agencies are assessed on their progress in assisting to achieve the organization's gender commitments, and recruitment and promotion systems are being required to give greater attention to qualified women candidates. A number of entities have policies on the use of non-sexist language and mechanisms for dealing with sexual harassment in the workplace.

B. Financial arrangements

268. In implementing the previous system-wide plan, which covered the period 1990-1995, it was estimated that the United Nations system devoted about $1.3 billion in 1990-1991 to activities related to recommendations in the plan (see E/1993/51, table 2). Few further attempts have been made to estimate overall expenditure because of the problems inherent in doing so. According to a United Nations study entitled "Technical assistance and women: from mainstreaming towards institutional accountability" (E/CN.6/1995/6, annex), the estimation of expenditures on specific target groups is complicated and requires further efforts to develop methodology and a commitment to monitor resource allocation for activities that address gender - both targeted and mainstream activities.

269. Individual agencies, funds and programmes are taking steps to increase resources to facilitate implementation of the Platform for Action. For example, the United Nations Children's Fund will seek to double its budget for education by the year 2000, with special emphasis on girls' education. The programme budget of UNESCO for the biennium 1996-1997 as it relates to women and gender has increased by 22 per cent over the previous biennium, and 10 new special projects have been designed in addition to the mainstreaming of gender, with budgets amounting to $10 million. The Fifth Committee of the General Assembly agreed to the creation of three new Professional posts for the Division for the Advancement of Women to carry out its mandated activities on women's human rights and to strengthen its coordination, monitoring and outreach activities in support of the work of the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women. The World Bank has taken steps to increase its lending programmes for women's health and education in developing countries. It is committed to devoting close to $5 billion a year to projects that have specific actions to improve women's lives and to promote gender equality. The funds of the United Nations Development Fund for Women (UNIFEM), which will be devoted to the economic and political empowerment of women, have grown from $2 million in 1975 to $16.7 million in 1995. The United Nations Industrial Development Organization has initiated the mobilization of

funds for the implementation of the integrated programme for the promotion and development of women entrepreneurship in Africa and the least developed countries. The United Nations Development Programme has established a Poverty Fund of $13 million with a target of $20 million for 1996 for the formulation of national strategies for poverty eradication in which the elimination of the feminization of poverty is a central goal. The World Food Programme commitments for women set specific quotas and earmarked resources for specific activities that reduce gender gaps in countries where women face serious socio-economic disadvantages.

270. Other entities are in the process of reviewing their resources for gender-responsive programming and a number are seeking extrabudgetary resources to support activities. This includes efforts to mobilize resources from a variety of partners, in keeping with the agreements reached at the Conference. Consensus was reached at the Conference that:

> "To implement the Platform for Action, funding will need to be identified and mobilized from all sources and across all sectors. The reformulation of policies and reallocation of resources may be needed within and among programmes, but some policy changes may not necessarily have financial implications. Mobilization of additional resources, both public and private, including resources from innovative sources of funding, may also be necessary."

The Platform for Action calls upon Member States to support efforts to redirect and generate resources to support effective follow-up to the Fourth World Conference on Women. Notably, UNIFEM has a resource mobilization strategy designed to bring in new sources of income from the private sector, Governments that have not contributed in the past, foundations and individuals, while enhancing its relationship with its traditional donors (donor Governments and private groups). UNIFEM will also continue to rely on support from 16 national committees.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995 (A/CONF.177/20 and Add.1), chap. I, resolution 1, annex II.

3/ Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.93.I.8 and corrigendum), resolution 1, annex II.

4/ Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24, Part I), chap. III.

5/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

6/ Report of the World Summit for Social Development, Copenhagen, 6-12 March 1995 (A/CONF.166/9), chap. I, resolution 1, annex I.

7/ Ibid., chap. I, resolution 1, annex II.

8/ Report of the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, Cairo, 29 April-8 May 1995 (A/CONF.169/16).

9/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 38 (A/47/38), chap. I.

10/ A/45/625, annex.